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ABSTRACT

This bibliography expands the coverage of current and retrospective references to labor negotiations related to professional employees and students in higher education. Some 1,000 references are divided into more than 80 categories. References cover arbitration awards, court cases, National Labor Relations Board decisions, student involvement, and women faculty. An author index and key word index are included. (MJM)

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Collective Bargaining in Higher Education

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- KEYWORD INDEX TO REFERENCES IN THIS BIBLIOGRAPHY

BIBLIOGRAPHY NO. 2   APRIL, 1974

**THE NATIONAL CENTER
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IN HIGHER EDUCATION**

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COLLECTIVE BARGAINING
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with V. Ariyabuddiphongs and
I. A. Weitzman

Further reference to the following National Center bibliographies is unnecessary, since they have been cumulated herein:

The College Students' Role in Collective Bargaining

October, 1973

Grievance Procedure & Arbitration in Higher Education

October, 1973

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PREFACE

The Second Annual Bibliography, Collective Bargaining in Higher Education, April, 1974, expands the coverage of current and retrospective references to labor negotiations related to professional employees and students in higher education. This publication cumulates and indexes all the references to bibliographies published by the National Center after the April, 1973 bibliography number 1.

This bibliography includes some 1000 references of which 400 had not been published in the Center's other bibliographies during 1973. As new sources are reviewed for coverage we scan previous volumes to pick up earlier references. Some issues of publications regularly reviewed were missed in 1973. References from these issues will be incorporated into 1974 special bibliographies in the Center Newsletter and included in the 1975 update, Bibliography 3. With this 1974 volume we have begun to include references from footnotes and bibliographies from numerous journal articles, books, and other bibliographies so that coverage will be more complete.

While the bibliography is divided into over 80 categories it is advantageous to review the Author-Person Index and the Keyword Subject Index to locate all the pertinent references on a particular subject.

Pages 102 thru 107 include information on the Center's publications, services, and faculty contract file and computer system.

Additions and corrections to this bibliography will be appreciated. The Center solicits copies of published and unpublished speeches and reports to be included in future bibliographies, or for publication in the Center's Newsletter. We would appreciate reprints of all appropriate articles, briefs in representative unfair labor practice, arbitration cases, arbitration/fact-finding awards, court cases, NLRB and PERB decisions.

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TABLE OF CONTENTS

Pages
Author - Person Index....................................A.i - A.v
Keyword - Subject Index..................................K.i - K.xxxii
Academic Freedom.. 1
Academic Freedom - Censure.............................. 1-2
Academic Freedom - International........................ 2
Administration.. 3
Affirmative Action...................................... 4-6
Agents.. 6-7
Arbitration... 7-8
Arbitration Awards (Alphabetical by State).............. 8-13
Arbitration/Fact-Finding Awards (Alphabetical by State).......... 13-16
Arbitration Procedures.................................. 17
Arbitration Procedures-Related References............... 17-19
Associations.. 20
Bargaining Units.. 20
Bibliographies.. 20-22
Budgets... 22
Carnegie Commission Final Report........................ 23
Collective Bargaining................................... 23-31
Collective Bargaining-Related References................ 32
Collective Bargaining (Students)........................ 32-33
Contracts... 33-34
Contracts, Contents of.................................. 34-35
Court Cases... 35
Court Cases (Alphabetical by State)..................... 36-43
CUNY.. 43
Directories... 43
Disputes/Impasse Resolution............................. 44
Disputes/Impasse Resolution-Related References.......... 44-45
Due Process... 45
Facilities.. 45
Faculty... 46
Faculty Attitudes....................................... 46
Faculty Rights and Responsibilities..................... 46-47
Financing Collective Bargaining......................... 47
Fringe Beneftis... 47-48
Governance.. 48-51
Governance-Stanford Project............................. 52
Governance-Student Participation........................ 52-54
Grants.. 54-55
Grievance Procedures.................................... 55
Grievance Procedures-Related References................. 55-57
Legislation... 57
Legislation-Federal..................................... 57-58
Legislation-Canada...................................... 58
Legislation-State....................................... 58
Legislation (Alphabetical by State)..................... 59-61

Librarians.. 61
Maternity Leave.................................... 61
Mediation.. 62
Mediation-Related References....................... 62
Mergers.. 62-63
Negotiations....................................... 63-64
Negotiations-Related References.................... 64
Neutrals... 64
NLRB... 65
NLRB Decisions (Alphabetical by College)........... 65-67
Open Admissions.................................... 68
PERB... 68
PERB Decisions(Alphabetical by State).............. 68-76
PERB Rules... 77
Performance Evaluation............................. 77
Productivity....................................... 77
Public Sector Labor Relations...................... 77-79
Sabbatical Leaves.................................. 80
Salaries... 80
Salary Survey...................................... 80-81
Strikes.. 81-83
Student Employment................................. 83
Student Movement................................... 83-84
Student Movement-International..................... 84
Student Participation.............................. 85
Student Politics................................... 85
Student Protests/Unrest............................ 85-89
Student Protests/Unrest-Black Colleges............. 89
Student Protests/Unrest-International.............. 89
Student Rights..................................... 90-91
Student Unions..................................... 91-92
Tenure... 92-95
Trustees... 96
Unionization-Causes................................ 96
Unions... 96
Women.. 97-101
Workload... 101

Proceedings of the National Center's First Annual Conference, April, 1973 102-103
Newsletters of the National Center................. 103-104
Bibliographic Sources.............................. 105
Publication Subscriptions to the National Center....... 106

National Center Services

Photocopying....................... 107
Reference Service.................. 107
Faculty Contract File Computer System.................. 107

AUTHOR-PERSON INDEX

Aaron, R. M.
-321
Abodeely, P. A.
-133
Adams, R. P.
-427
Aksen, G.
-695
* Albornoz, O.
-17
Altbach, P. G.
-171-73, 770,
-779-80, 782
Anderson, A.
-712
Antonopoulou, C.
-366
Appleton, J. R.
-202
Archer, M. S.
-757
Ashby, E.
-18
Aussieker, W.
-203, 302-3
Ashmore, H.
-507
Astin, A.
-381
Bailey, S.
-692
Bakke, E. W.
-758
Baldridge, J. V.
-1, 2, 429,
-476-8
Barbash, J.
-204
Bass, C.
-788
Bass, J.
-830
Bass, M.
-917
Beach, M.
-430
Bealty, D. L.
-207
Begin, J. P.
-208, 513, 975
*Alexander Case 982

Belasco, J. A.
-387
Belcher, A. L.
-209
Bell, D. A.
-479
Benewitz, M.
-277, 508
-961
Bernke, M. R.
-734
Berry, R. L.
-3
Blumer, D.
-201, 224,
-294
Bornheimer, D. G.
-412
Bouvier, P. L.
-686
Bowles, W. D.
-480
Boyd, W. B.
-210, 976
Brandes, F. M.
-304
Brann, J.
-211
Brewster, K.
-865
Brick, M.
-212
Brown, M. A.
-213
Brown, R. S.
-214-5, 413,
-431, 712
Brozan, N.
-914
Bruce, W. J.
-104
Buchalter, S. S.
-509
Bucklew, N. S.
-166, 216-8,
-417, 848-9

Buckley
-35
Budig, J. A.
-24
Bunzel, J. H.
-735
Butts, P.
-850
Buys, L. M.
-219
Byse, C.
-866
Campbell, R.
-220
Chagula, W. K.
-19
Chait, R.
-36
Chalmers, E. L.
-915
Chambers, M. M.
-326, 373
Chandler, M. K.
-968
Chappell
-137
Chiang, C.
-968
Christensen, T. G. S.
-974
Christenson, A.
-221
Clark, B.
-435, 481
Clark, S.
-790
Clerk, J. P.
-482
Cohen, A. M.
-222
Collyer (Doctrine)
-96, 99, 139,
-154-6, 157b, 982
Corson, J. J.
-436
Crawford, M.
-20
Creager, J. A.
-838

Creal, R. C.
-388
Crookston, B. B
-610
Cullen, J. H.
-26
Darlington, J. M.
-437
Davey, H. W.
-392, 611
Davies, P.
-795
Davis, B. H.
-226, 438
Day, J. F.
-227
Decker, C. R.
-439
Deegan, J.
-228
De Funis, M.
-379
Denefeld, P.
-440
Diener, T.
-328
Dietrich, R. V.
-41
Doherty, R.
-617
Dole, R. F.
-551, 699
Dougherty, P. J.
-360
Drotning, J.E.
-393
Duff, J.
-441
Du Pont, R. P.
-229
Dykes, A. R.
-442
Eble, K. E.
-867
Eckert, R. E.
-443
Eckman, F. M.
-917
Einaudi, L.
-21
Eley, L. W.
-444
Elkouri, F.
-140
Erickson, D. A.
-230
Erstling, J.
-540
Euwema, B.
-27
Everett, L.
-868
Feinsinger, P.
-743
Fellman, D.
-483
Fen, S.
-410
Ferguson, T. H.
-232, 970
Feuer, L.
-760
Fields, C. M.
-44, 921
Fink, I. S.
-176
Finkin, M. W.
-448-9
Fishbach, C. P.
-514
Fleming, R. W.
-142, 143
Fox, L. E.
-688
Frankie, R. J.
-450
Franklin, H. B.
-338-9
Friedman, M.
-973
Garbarino, J. W.
-233
Gardner, J.
-600
Gianopolos, J. W.
-234, 323
Gillis, J. W.
-177-8
Glass
-145
Gleager, E.
-451
Glime, R.
-515
Goldhaber, G. M.
-775
Gonzales
-800
Gotesky, R.
-452
Gottlieb, O.
-650
Gould
-146
Grable, J.
-235
Green, Ms.
-375-6
Greenwald, C.
-922
Grodin, J.
-147
Gustad, J. W.
-454
Hamilton, D.
-236
Hare, N.
-832
Harrison, E. C.
-833
Hays, P. R.
-148
Hays, R. C.
-48
Hechinger, F.
-761
Heim, P.
-28
Heisel, W. D.
-607
Heiss, A.
-484
Helland, P. C.
-314
Heller, L. G.
-49
Helper, J. C.
-238
Hetter, F. L.
-239
Hickman, C. A.
-455
Hill, J.
-82
Hine, T.
-305
Hobbs, W. C.
-389
Hoch, P.
-22
Hodgkinson, H. L.
-958

Hook, S.
-962
Horch, R.
-925
Howe, R. A.
-241-2, 456,
-601
Huber, J.
-926
Hughes, L.
-243
Hull, W. F.
-762, 901
Humphreys, R. F.
-29
Humphreys, T. S.
-851
Hunter, C.
* -834
Ikenberry, S. O.
-457
Ingerman, S.
-852
Jackobson, R. L.
-872
Jacobson, S.
-245
Jenks, R. S.
-488
Jensen, R. G.
-801
Johnson, D. F.
-582
Johnson, Ms.
-374
Johnson, R.
-929
Jones, L. Y.
-458
Joughin, L.
-402
Kadish, S. H.
-745
Kagel, S.
-149
Kahn, K.
-619
Kanzler, W. H.
-246
Katz, B.
-667-8
Kaye, P. E.
-581
Kedar, E.
-102, 103
Keene, C. M.
-30
Kennelly, J. R.
-247-8
Kerlinger, F. N.
-490
Kerr, C.
-474
Kerr, J. D.
-249
Kibbee, R. J.
-963
Koerner, T. F.
-518
Krislov, J.
-511, 519-20
Kugler, I.
-969
Kuhn, J. W.
-521
Kurland, J. E.
-873
Ladd, E.
-250-1
Larsen, C. M.
-252
Law, K.
-522
Laycock, F.
-874
Leddy, J. H.
-395
Lefkowitz, J.
-254, 971
Lemmer, W. P.
-546
Leon, D. E.
-672
Leslie, D.
-180,620
Levine, M. J.
-255
Lieberman, M.
-256, 523, 681
Lieurance, S.
-483
Light, D. W.
-408
Lipset, S. M.
-779, 781,
-805
Livingston, F. R.
-537
Livingston, J. C.
-257
Loewenberg, J. J.
-150
Loggins, P. R.
-51
Long, D.
-415
Love, T.
-702
Lutz, F. W.
-524
Lyman, R.
-876
Macpherson, M.
-151
Maeroff, G. I.
-931
Mannix, T.
-508
Marceau, L.
-315
Markus, F. W.
-181
Mattfeld, J.
-928
Mayhew, L. B.
-258
Mc Connell, J. W.
-259
Mc Dowell, S. F.
-835
Mc Grath, E. J.
-491
Mc Hugh, W. F.
-168, 260,
-306
Mc Kelvy
-153
Mc Lendon, H. J.
-492
Mc Neil, G. H.
-460
Mc Peake, J. D.
-602
Menard, A. P.
-154
Meyerson, M.
-461
Miller, T.
-101
Mintz, B.
-76, 261
Mitford, Ms.
-934-5
Miwa, P.
-344

*Hutchings Case 982

Morales, L. G.
-372
Morin, O. R.
-512
Morris, C.
-763
Mortimer, K. P.
-182
Moses, S.
-324
Moskow, M.
-262, 681
Moyers, C.
-263
Nader, R.
-808
Nearing, S.
-7
Nelson, F.
-344
Nelson, J. H.
-264
Newburn, H. K.
-462
Newell, B. W.
-52
Newman, H.
-299
Newton, D.
-978
Nierenberg, G. L.
-608
Nigro, P. D.
-265
Nisbet, R.
-880
Nolte, M. C.
-184
Nyquist, E. B.
-920
O'Connel, T. E.
-5
O'Connor, D. F. P.
-855
O'Connor, P.
-185
Odewahn, C.
-584
Oltman, R. M.
-936
O'Neil, R. M.
-331
Osborne, W. B.
-977
Otten, C. M.
-493
Owen, F.
-902
Park, D.
-882
Patterson, R. A.
-421
Patton, R. D.
-266
Pauk
-365
Payton
-883
Pegnetter, R.
-186
Pegues, F. J.
-267
Perlin, Z.
-657
Perlman, D. H.
-903
Peterson, I.
-938
Pezdek, R. V.
-187, 188
Pfnister, A. O.
-463
Phillips, E.
-268
Piele, P.
-189, 190
Ping, C. J.
-269
Pinner, F.
-782
Pocock, J. W.
-904
Poddar
-370
Polishook, S. S.
-270
Poorman, R. O.
-464
Porter, J. N.
-811
Quinn, E.
- 384
Rains, H. H.
-399, 568
Rehmus, C. M.
-272, 418
Reynolds, R. C.
-856
Richardson, R.C.
-466
Rickman, P.
-273
Riesman, D.
-467
Ringer
* ____ -400
Roberts, H. S.
-401
Robbins, I.
-529
Robbins, L.
-6
Robbins, W.
-767
Robins, G. B.
-192
Rock, E.
-169
Ross, A.
-771
Ross, D.
-158
Roth
-380
Rothstein, A. M.
-776
Sale, K.
-843
Samber, J.
-487
Sandler, B.
-53,54,940
Sands, C. D.
-274
Schmidman, J.
-710
Schmidt, C. T.
-603
Schnapp, A.
-772
Schneider, S.
-275
Schuster, J. H.
-276
Scully, M. G.
-783
Seeley, J. R.
-468
Selden, D.
-596-7, 964
Selden, W. K.
-469

*Rios Case 982

Semas, P.
-14, 15, 66,
-277-84, 307-8,
-622, 723, 749-
-52, 816, 857-8,
-885-8, 910
Shanker, A.
-597-8
Shannon, T.
-530
Shapiro, A.
-531
Shark, A.
-307, 310
Sherman, E.
-753
Sherman, R. R.
-889
Shimbori, M.
-773
Shinn, J. C.
-711
Shockley, W.
-340
Shulman, C. H.
-191
Sievert, W.
-285, 494, 599
Simpson, C.
-972
Smith, E. R.
-422
Smith, M. T.
-377
Smith, R.
-301, 712
Sontheimer, K.
-774
Sparvero, L. J.
* ____ -552
Sproule, A.
-80
Stambler, M.
-604
Starr, S. F.
-959
Stevens, C. M.
-609
Stigler, G.
-3
Strong, E. W.
-471
Sullivan, D. P.
-170
Summers, C. W.
-159
Teele
-160
Terrell, R. L.
-836
Tice, T. N.
-288, 966
Tidball, M. E.
-944
Todorovich, M. M.
-868
Toler, J. J.
-665
Toombs, W.
-693
Ullman, J.
-713
Updegraff, C. M.
-161
Usery
-162-3
Vaccaro, L. C.
-473
Van Delinder, R.
-534
Van de Water, J. R.
-295
Van Dyne, L.
-32, 59, 60,
-197, 474
Wakshull, S.
-675
Walker, B. F.
-845
Watkins, B. T.
-61, 824
Weidlein, E. R.
-62, 826
Weinberg, A. S.
-631
Weinberg, I.
-784
Welch, G. D.
-296
Wildman, T. R.
-576
Wilson, L.
-475
Winkler, K. J.
-356, 949-50
Wise, H. D.
-787
Wise, W. M.
-860
Wolfson, R. J.
-967
Wollett, D. H.
-298, 535,
-553, 965
Word, W. R.
-164
Young, K. E.
-672
Zack, A.
-165
Zaglaniczny, L.
-310
Zweiback, R.
-311, 536
Zwingle, J. L.
-905

*Spielberg Case 982

KEYWORD SUBJECT INDEX

- AAUP
  - Academic Freedom/Censure 4,8-15
  - Annual Report 128-9
  - Armstrong State Coll. 507
  - See Bloomfield College
  - C. B. 198-200, 281, 907
  - Dispute Settlement 387
  - Governance 428
  - NLRB 615-6
  - Salary Survey 717, 721-2, 724
  - Strikes 726
  - Tenure Quotas 885, 888
- Academic Calendar
  - Court Cases 362
  - End of Year Fact-Finding 117,126
  - Fact-Finding 124, 125
- Academic Coll. Barg. Infor. Service 201, 224, 294
- Academic Freedom 1-22
  - Bibliographies 172
  - Censure 4, 8-15
  - Court Cases 4, 340, 364
  - See Due Process
  - International 16-22
  - Prize 5
  - See Tenure
- Academic Judgement 76, 77, 972-4
- Academic Mission 962
- Academy for Academic Personnel Administration 166
- ACLU
  - Court Cases 359
- Activism
  - See Faculty
  - See Students
- Adirondack Community College
  - PERB Decision 646
- Adjunct Lecturers
  - Arbitration 98
  - See Part-Time Faculty
- Administration 23-32
  - Academic Freedom 12
  - Attitudes 25
  - Bibliography 189
  - Committees 439
  - Course on Negotiation 600, 604
  - Court Cases 346
- Administration Cont.
  - Drafting Contract 315
  - Faculty Participation 26, 29, 30, 222, 414
  - Faculty Relationships 27, 28, 437, 456
  - See Governance
  - Impact of C.B. on 212, 220, 234, 240, 249, 273, 275, 277
  - Model Bill of Rights 841
  - Negotiate, How to 259
  - See Negotiations
  - NLRB 619
  - Salaries 715
  - Union Relations with 295
- Administrators
  - Faculty Distinction 969
  - PERB Decisions 658, 661-2
  - Term of Appointment 875, 879
  - Women 950
- Admissions
  - Reverse Discrimination 379
- Advertising, Job
  - Sex Bias 941
- Advisors
  - Bargaining Unit 350
  - Role of, Fact-Finding 121
- Affirmative Action 33-62
  - Blacks vs. Women 61
  - City College (CUNY) 49
  - Cornell University 39
  - Creighton University 40
  - See CUNY
  - Data 58, 62
  - See Discrimination
  - See EEOC
  - Goals 51
  - Harvard University 47
  - Minorities 55, 60
  - Recruitment 38
  - Reverse Discrimination 39, 54, 379
  - Stanford University 38, 56
  - Tenure 36,37, 48
  - Time Tables 51
  - University of Pittsburgh 45
  - See Women

AFL-CIO
  - Public Employee Unit 706, 908
Africa
  - Academic Freedom 18, 19, 20
AFT
  - California Salaries 715
  - NEA Merger 585, 587-93, 596-7, 599
Age of Professor
  - Court Cases 344
  - Older 867
Agency Shop
  - Fact-Finding 122
  - Legislation 561-4, 566
  - PERB Decisions 641-2
  - See Union Shop
Agents
  - Collective Bargaining 63-73
  - Choosing of 300
  - Professional Educators Oppose 271
  - Survey 981
Alfred University
  - Salaries 724
  - Students 487
  - Tenure 897
Amendment
  - Contract Clauses 322
American Arbitration Association 134, 174-5
  - Code of Ethics for Arbitrators 74,78
Antioch College
  - C.B. 289
  - Strikes 727-33, 739, 744, 746, 749, 751
  - Tenure 898
Appeals Procedures
  - See Arbitration - Procedures
  - See Grievance - Procedures
  - Public Sector 713
  - Scope of 713
Appointments 787
  - Administrators 875, 879
  - Arbitration 89, 105
  - Department Chairmen 83
  - Fact-Finding 127
Apprenticeship
  - Arbitration 109
  - Contract Clauses 322
Arbitrability 96,99, 139, 154-6, 157b, 378, 982
  - Discrimination Jurisdiction 96, 982
Arbitration 74-81, 231, 240-1, 288, 301
  - Academic Judgement 973
  - Binding 122-3, 271, 562, 566
  - Code of Ethics 74,78
  - C.B. 76, 77, 605
  - Compulsory 133, 135, 138, 150, 394
  - Contract Analysis 323
  - Contract Clauses 322
  - Courts and 157b
  - Court Cases 365
  - Deferral to 96, 99, 139, 154-6, 157b, 378, 982
  - Discrimination 75, 982
  - Efficiency in 162
  - Fact-Finding 122-3, 671, 695
  - Great Britain 80
  - Grievance 514, 516, 519-20, 711
  - Grievance Procedures 671
  - Impasse Resolution 395, 400
  - Individual Rights 159
  - Legislation (Binding Arb.) 562, 566
  - Massachusetts Law 160
  - Mediation 146, 582
  - Mediation, Improving 165
  - Nat. Academy of Arbitrators Proceedings 157-157g
  - Negotiations Fact-Finding 164
  - Neutrals 157e, 610-14
  - See NLRB - Deferral to
  - Procedures 132, 365, 378
  - Procedures, Related References 133-165
  - Process 143
  - Proof, Problems of 157a
  - Public Interest 157f
  - Public Sector 133-165, 695, 711

Arbitration Cont.
  - St. John's University 79
  - Social Change and 157d
  - Taylor Law 81
  - Techniques 134
  - Tenure Quotas 973
  - Tips to Speed Up 144
  - Voluntary 81
  - Wage Disputes 158

Arbitration Awards - Colleges
  - City College of Chicago 83-87
  - CUNY 96-98
  - Community Coll. of Allegheny Cty. 105
  - Community Coll. of Baltimore 88
  - Eau Claire Technical Institute 107
  - Erie Comm. Coll. 99
  - Essex Cty. Coll. 93
  - Genesse Comm. Coll. (Mich.) 89
  - Macomb Cty. Comm. Coll. 90-91
  - Madison Area Technical Coll. 108
  - Mercer Cty. Comm. Coll. 94
  - Middlesex Cty. Coll. 95
  - Milwaukee Area Technical Coll. 109-110
  - Oakland Comm. Coll. 92
  - Orange Cty. Comm. Coll. 100
  - Rockland Comm. Coll. 101
  - Seattle Comm. Coll. 106
  - SUNY 102-104
  - Yale University 82

Arbitration Awards - State
  - Connecticut 82
  - Illinois 83-87
  - Maryland 88
  - Michigan 89-92
  - New Jersey 93-95
  - New York 96-104
  - Pennsylvania 105
  - Washington 106
  - Wisconsin 107-110

Arbitration Awards - Subject
  - Adjunct Lecturers 98
  - Appointments 89, 105
  - Apprenticeship 109

Arbitration Awards - Subject Cont.
  - Arbitrability 96,99
  - Assignment Cancellation 95, 107
  - Counselors 86, 106
  - Department Head Appointment 105
  - Disciplinary Transfer 84
  - Discrimination 96, 99
  - Financial Cutbacks 98, 107
  - Fringe Benefits 87
  - Grants, Faculty Covered Under 86
  - Jurisdiction 96
  - Leaves, Maternity 108, 110
  - **Lecturers**, Adjunct 98
  - Librarians 86
  - Maternity Leave 108, 110
  - Performance Evaluations 94, 100, 101
  - Promotion 90, 96, 97
  - Rank 85, 99
  - Reinstatement 92, 94, 96, 98, 101-104
  - Retroactive Salary 88
  - Salary 85, 88, 93, 100, 109
  - Sick Leave, Maternity 108, 110
  - Status 87
  - Students 98
  - Tenure 100, 104
  - Transfer, Involuntary 84
  - Union Rights, Information on - Rank - Salary 85
  - Union Rights, To Speak at B. of Trustees Meeting 91
  - Women 90, 96, 99, 108, 110
  - Workload, 95, 107, 109

Arbitration/Fact-Finding Awards - Colleges
  - Broome Technical Comm. Coll. 112-113
  - CUNY 114-116
  - Columbia-Greene Comm. Coll. 117
  - Dutchess Comm. Coll. 118
  - Fox Valley Technical Institute 131
  - Fulton-Montgomery Comm. Coll. 119-121

Arbitration/Fact-Find Awards - Colleges Cont.
- Genesee Comm. Coll. (N.Y.) 122
- North Country Comm. Coll. 123
- Rockland Comm. Coll. 124-5
- Schenectady Cty. Comm. Coll. 126-127
- State Center Comm. Coll. 111
- SUNY 128-129
- Ulster Cty. Comm. Coll. 130

Arbitration/Fact-Finding Awards - State
- California 111
- New York 112-130
- Wisconsin 131

Arbitration/Fact-Finding Awards - Subject
- Academic Calendar 117, 124-6
- Advisors, Role of 121
- Agency Shop 122
- Appointments 127
- Arbitration, binding 122-3
- Bargaining Unit, Exclusion of Chairmen 112
- Binding Arbitration 122-3
- Calendar 124-5
- End of Year 117, 126
- Chairmen, Exclusion of 112
- Coaches Salary 119
- Code of Etnics 113
- C. B., Scope of 115
- Committees 111
- Contents of Contracts 111-131
- Counselors 115
- Dental Insurance 123
- Ethics, Code of 113
- Exclusion of Chairmen 112
- Faculty Advisors, Role of 121
- Faculty Rights & Responsibilities 121-2
- Financial Cutbacks 120
- Fringe Benefits 118, 128-9
    - Percent of Salary for 128-9
- Governance 115, 125
- Grievance Procedures 122, 126, 130

Arbitration/Fact-Finding Awards - Subject Cont.
- Health Insurance 112-3, 119-120, 126
- Health Services 120
- Instructional Faculty, Non- 117
- Insurance, Dental 123
- Insurance, Health 112-3, 119-120, 126, 130
- Job Title 117
- Lay-offs 120, 125
- Leaves, Maternity 125
- Leaves, Professional Improvement 123
- Leaves, Sabbatical 112-3, 120, 122-4. 126
- Leaves, Sick Leave 112-3, 117, 125
- Management Rights 112
- Maternity Leave 125
- Merit Pay 112
- Methods of Pay 112
- No Strike Provisions 113, 117
- Non-Instructional Faculty 117
- Past Practices 115, 122
- Pay, Methods of 112
- Performance Evaluations 120, 124, 130
- Professional Improvement Leave 123
- Promotion 117, 120,125-6
- Reinstatement 114, 124
- Sabbatical Leave 112-3, 120, 122-4, 126
- Salary, Coaches 119
- Salary, Fact-Finding 111-3, 115, 118-20, 122-28, 130-1
- Scope of Bargaining 115
- Secretarial Staffing 120
- Sick Leave 112-3, 117, 125
- Sick Leave Maternity 125
- Strike, No 113, 117
- Tenure 115, 117, 124-6, 130
- Transfer 111
- Union Rights 122
- Vacation 117
- Workload 115, 119, 122, 124-5, 130

Arbitration in the Schools 174
Armstrong State College
    - AAUP Investigation 507
Asia
    - Student Movement 770
Assignment Cancellation
    - Arbitration 95, 107
Associations
    - Academy for Academic Personnel Admin. 166
Attitudes
    - Faculty 409-11
Authorization Form
    - See Checkoff
    - See Dues Deduction
Backpay
    - See Salaries
Bar Exam
    - Court Cases 356
Bargaining Units
    - Certification 970-1
    - Coaches 643
    - Court Cases 350, 667
    - Deans 675
    - See Department Chairmen
    - Determinations 167-70
    - Effects of Non-Faculty on 619
    - Exclusion of Chairmen 112
    - Job Titles 673
    - See Law Schools
    - NLRB Decisions 623-30, 632-37
    - NLRB Guidelines 618
    - See Part-Time Faculty
    - PERB Decisions 640, 643-7, 649, 654-6, 658, 660-2, 666-7, 669-71, 673-5, 677, 679-81, 683
    - See Professional Schools
    - Public Sector 695, 711
    - Student Personnel Workers 321
    - Tenure 647
Barnard College
    - NLRB Decision 623
    - Student Employees 623
Baruch College 205, 225, 505
Beaver County Comm. College
    - PERB Decision 678
Bibliographies 171-191, 328
    - Academic Freedom 172
    - Administration 189
    - Arbitration 174-5
    - Collective Bargaining 177-8, 181-4, 190-1
    - Dissertations 184
    - Governance 172
    - Labor Relations for Colleges 188
    - Negotiations 181, 190
    - Public Employment 186-7
    - Students 171-3, 180, 840
    - Women 185
Binding Arbitration
    - See Arbitration - Binding
Blacks
    - Student Union 858
    - Women vs. 61
Bloomfield College, N.J.
    - Censure of 13
    - Court Cases 861, 864
    - Faculty Firings/Tenure 13, 861, 864, 870, 874, 886-7
Board of Trustees
    - See Trustees
Boston University
    - Students 820
Brooklyn College - CUNY
    - PERB Decision 650-1, 657
Brooklyn Polytecnic Institute
    - Merged with NYU 594
Broome Technical Community College
    - Fact-Finding Awards 112-3
Brown University
    - Woman Provost 928
    - Women 948
Budget - Understanding 192
Burlington County College
    - Court Cases 362
Bugging
    - Court Case 335
Calendar
    - Court Cases 362
    - End of Year, Fact-Finding 117, 126

Calendar Cont.
  - Fact-Finding 124, 125

California
  - Affirmative Action 38,56
  - Ca. St. Coll. 252, 509
  - Ca. St. U. 414, 506
  - C.B. 228, 252, 276
  - Court Cases 332-42
  - Fact-Finding Awards 111
  - Faculty Organ. Grant 506
  - Governance 444, 493
  - Governance Master Plan 465
  - Grievance Procedures 509
  - Legislation 554
  - Los Angeles Comm. Coll. 719
  - Los Angeles Trade Tech. Coll. 335
  - Militant Prof. 228
  - NLRB Decisions 637
  - Open Admissions 638
  - Presidential Search 414
  - Salaries 715, 719
  - Salary Rollback 716
  - San Francisco St. Coll. 336-7, 735
  - Stanford U. 38, 56, 338-41, 892
  - State Center Comm. Coll. 111
  - Strikes 735
  - Student Governance 493
  - Student Protests 816
  - Student Unions 852
  - Tenure 892
  - U. of Calif. 276, 309, 444, 493, 506, 852
  - U. of San Francisco 342, 637

California State Colleges
  - Grievance Procedures 509

California State University
  - Presidential Search 414

Campus/Community Relationships 176

Canada
  - Governance 441
  - Strike Law 550

Cancellation of Assignment
  - Arbitration 95, 107

Careers, Faculty 408
  - Women 953

Carnegie Commission Reports 59
  - Faculty Activism 409
  - Final Report 193-97
  - Governance 432-3, 453, 474
  - Model Bill of Rights (Fac. & Students) 841
  - See Southern U.
  - Students 759, 764, 769, 814
  - Women & Minorities 931, 937, 945, 947, 949

Castleton State College, Vermont
  - C. B. Election 70

Catholic University
  - Law School 624
  - NLRB Decision 624

Censure
  - Academic Freedom 8-15

Central Michigan University
  - C.B. 238

Certification of Unit
  - See Bargaining Units

Chairmen, Exclusion of
  - See Department Chairmen
  - Fact-Finding 112

Charles Stewart Mott Comm. Coll.
  - See under Genesee Comm. Coll. (Mich.)

Check-Off, Dues
  - Court Cases 363
  - Legislation 566

Chicanos 38

City Colleges of Chicago
  - Arbitration Awards 83-87
  - Court Cases 345
  - Strikes 736-8, 741-2, 752

City University of New York
  - See CUNY

Class Action Suits
  - Court Cases 327, 345, 355-6, 358-9

Coaches
  - PERB Decision 643
  - Salary, Fact-Finding 119

Code of Ethics
  - Fact-Finding 113
  - For Arbitrators 74, 78

Collective Bargaining
  - AAUP on 198-200, 281

Collective Bargaining (cont.)

- Absence of Legislation 551
- Academic Mission 962
- Administering 275
- Administration 191, 212, 220, 234, 240, 249, 259, 273, 277
- See Agents
- See Antioch Coll.
- See Arbitration
- Bargaining unit determinations 167-70
- Bibliographies 177-8, 181-4, 190-1
- California 228, 252
- Causes 210
- Central Mich. Univ. 238
- Chancellor's view 963
- Collegiality and 241, 975
- Community Colleges 221-2, 248, 323
- Conciliation 299
- Consequences 210
- See Contracts
- See Court Cases
- See CUNY
- Demands 258
- See Department Chairmen
- Determination of Barg. Unit 167-70
- See Disputes
- Dissertation Bibl. 184
- Drafting a contract 315, 515, 518
- Duty to Bargain 300, 701
- Employment relations 216-8
- See Fact-Finding
- Faculty power 240, 288
- Financing 269, 291, 417-8, 978
- See Faculty-Firings
- Fitchburg St. Coll. 308
- See Frederick Comm. Coll.
- Fr. Benefits 421-2
- Good faith 13, 361, 663-4, 676, 678
- See Governance
- Grants 504, 506
- See Grievance
- History 324, 965

Collective Bargaining (cont.)

- Impact 203, 212, 220, 234, 240
- Impact on Admin. 212, 220, 234, 240, 249, 273, 275, 277
- Impact on students 202
- See Impasses
- Incidence 247
- Institutional Planning 269
- Job Market and 272
- Legal aspects of 324
- See Legislation
- Management rights 968
- Massachusetts 276, 308, 602
- See Mediation
- Michigan 240
- Michigan Comm. Colleges 219
- Militancy 228; 230, 258
- Models 247
- NEA 285
- See Negotiations
- New Jersey 208, 312
- New York 261
- NLRA 855
- See NLRB
- Organizing rights 300
- Pennsylvania C.B. 710
- See PERB
- Personnel Directors and 249
- Process of 212, 240
- Productivity 967
- Public Colleges 283, 295, 323
- See Public Employment
- See Public Sector Labor Relations
- Quality of C.B. 203
- Receptivity to 57
- Role of 274
- Role of Legislature in 709
- Referendums 398
- See Salary
- Scope of 115, 262
- Southern Colleges 268
- Statistics 67, 73, 203
- Status 298
- Strategy 212
- See Strikes

Collective Bargaining (cont.)
- Student Affairs Personnel 202
- Student Personnel Workers 321
- See Student (s)
- See Student Unions
- Survey 247
- Tactics 212
- Taylor Law 261
- Teaching Assistants 221
- Teamsters 243
- See Tenure
- Trends 298
- Trustees 206, 273
- Union Membership 286
- Univ. of Calif. 276
- Univ. of Mass. 284
- Univ. of Michigan 216-8
- Univ. of Toledo 239
- Univ. of Wisconsin 216-8, 221
- See Women
- Women and Union 914

Collective Negotiations
- See Contracts
- See Negotiations

College Calendar
- See Calendar

College Size, Academic Freedom Related to 1, 2

Collegiality 241, 975

Collyer Doctrine
- Deferral to Arbitration 96, 99, 139, 154-6, 157b, 378, 982

Colorado
- Loretto Heights Coll. 630
- NLRB Decisions 630
- Students 800
- U. of Colorado 25, 800

Columbia-Greene Community College
- Fact-Finding Awards 117

Columbia University
- NLRB decision 625
- Women and Union 914

Committees
- Fact-Finding 111
- Governance 439
- Honor, Court Case 368
- Student participation 487
- Women's advisory 925

Community/Campus Relationships 176

Community College of Allegheny County
- Arbitration Awards 105

Community College of Baltimore
- Arbitration Awards 88

Community Colleges
- C.B. 219, 235, 248
- Contract analyses 322
- Directory of state agencies 386
- Dispute settlement 388
- Faculty values 411
- Fringe benefits 421
- Governance 450-1, 466
- Salary 720
- Students 767

Compulsory Arbitration
- See Arbitration-Compulsory

Conciliation 299

Confidential Employees
- PERB decision 646

Connecticut
- Arbitration Awards 82
- C.B. election 69
- New Haven Coll. 640
- PERB decision 640
- U. of Bridgeport 69
- Yale U. Women 82, 957

Conservative Faculty 405

Constitutional Rights
- Court cases 333, 337-341, 359-60, 380

Contents of Contracts
  - Arbitration/Fact-Finding Awards 111-131
  - See Contracts - Contents of Contracts 225
  - Analyses 67, 73, 323
  - Clause Finder 132, 322, 510
  - Contents of 301, 321-4, 421-2, 508, 510, 525-6
    See also Arbit./Fact-Finding Awards (by State, Subject)
  - Court Cases 326, 378
  - See CUNY
  - Drafting of 315, 515, 518
  - Enforcement 301
  - Faculty on Grants 86
  - Firing of Faculty over 279-80, 282, 287
  - Fringe Benefits 421-2
  - Genesee Comm. Coll. (Mich.) 313
  - Grievance Procedures 508, 510, 525-6, 983
  - Minnesota State Jr. Coll. 314, 316
  - N. J. Coll. of Med. & Dentistry 312
  - Nonrenewal see Reinstatement
  - Oakland Comm. Coll. (Mich.) 319
  - Reappointment see Reinstatement
  - Statistical Surveys 67, 73
  - Student Personnel Workers 321
  - Student Rights 987
  - Students 311
  - SUNY 320
  - Survey of 324, 981
  - Tacoma Comm. Coll. 755
  - Workload 986
  - Youngstown State Univ. 317

Cornell University
  - Affirmative action 39

Cortland - SUNY
  - PERB Decision 672

Cost of Living Council
  - Calif. Salary Rollback 716
  - Pay Court Case 332

Counselors
  - Arbitration 86, 106
  - Fact-Finding 115

Courses on Negotiation 600, 604, 606-7

Court Cases - Colleges
  - Antioch Coll. 727-33, 744, 746
  - Bloomfield Coll. 861, 864
  - Brooklyn Coll. 657
  - Burlington Cty. Coll. 362
  - City Coll. of Chicago 345,741
  - CUNY 365-6,657
  - Dixie Coll. 377
  - Eastern Michigan U. 350
  - Florida State U. 343
  - Frederick Comm. Coll. 287
  - Jefferson Comm. Coll. 663-4
  - Kent State U. 369
  - Lake Michigan Comm. Coll. 351-3
  - Los Angeles Trade Tech. Coll. 335
  - Michigan State U. 32
  - Mississippi State U. 358
  - Nassau Comm. Coll.667-8
  - New York U. 367
  - Oklahoma State U. 371-2
  - Prairie State Jr. Coll. 346
  - Queens Coll. (CUNY) 366
  - Rider Coll. 364
  - San Francisco State Coll. 336-7
  - Stanford U. 338-41
  - SUNY 675
  - Tacoma Comm. Coll. 378
  - Texas Tech. U. 375-6
  - U of Hawaii 344
  - U. of Maine 347
  - U. of Mass. 348-9
  - U of Michigan 32, 355
  - U of Minnesota 357
  - U of Missouri 360
  - U of Nevada 4
  - U of Oregon 403
  - U of Pittsburgh 374
  - U of San Francisco 342
  - U of Southern Miss. 359
  - U of Washington 379
  - Wayne State U 32

Court Cases - Colleges (Cont.)
- West Point 368
- Wisconsin State U. 380
- Youngstown State U. 370

Court Cases - State
- California 332-42
- Florida 343
- Hawaii 344
- Illinois 345-6, 557, 741
- Kansas 559
- Maine 347
- Maryland 287 and See Frederick Comm. Coll. refs.
- Massachusetts 348-9
- Michigan 32, 350-6
- Minnesota 357
- Mississippi 358-9
- Missouri 360
- Nebraska 361
- Nevada 4
- New Jersey 362-4 and See Bloomfield Coll. refs.
- New York 365-8, 657, 663-4, 667-8, 675
- Ohio 369-70 and See Antioch Coll. refs.
- Oklahoma 371-2, 685
- Oregon 403
- Pennsylvania 373-4
- Texas 375-6
- Utah 377
- Washington 378-9
- Wisconsin 380

Court Cases - Subject
- AAUP 364
- Academic Calendar 362
- Academic Freedom 4, 340, 364
- ACLU 359
- Administration 346
- Admissions 379
- Age 344
- Anti-Injunction Act 557
- Antonopoulou, C. 366
- Arbitration, deferral to 378
- Arbitration Procedures 365, 378
- Bar Exam 356
- Bargaining Unit 350, 667, 675
- Bibliography 328
- Bugging 335

Court Cases - Subject (Cont.)
- Byrd 345
- Calendar 362
- Check-off, dues 363
- Class action suits 327, 345, 355-6, 358-9
- C. B. 287
- Constitutional Rights 333, 337-41, 359-60, 380
- Contract 326, 378
- Cost of Living Pay 332
- Deferral to Arbit 378
    - to Mediation 378
    - to NLRB 367
- De Funis, M. 379
- Disclosure of Inform. 355
- Discrimination 356, 360, 371-2, 374-6, 379-80, 578-80
    - Reverse 379
- Disrupters 333
- Dougherty, P.J. 360
- Dues Check-off 363
- Duty to Bargain 559
- Election 365, 367
- Faculty C. B. Disputes 336, 351-3
    - Firings 351-3, 360, 370-2, 374, 377, 380
    - Rights 380
- Franklin, H. B. 339
- See Frederick Comm. Coll. refs. 287
- Good Faith Negotiations 361
- Governance 328
- Green 375-6
- Grievance Award 366
- Honor Committee 368
- Johnson 374
- Jurisdiction 367, 378
- Leaves 578-80
- Legislation (Oklahoma) 685
- Loyalty Oaths 326
- Mail Service 343
- Marriage Ban 325
- Maternity Leave 578-80
- Mediation, deferral to 378
- Merit Increase 663-4
- Miwa, P. 344
- Morales, L. G. 372

Court Cases - Subject (cont.)
- Negotiate in Good Faith 361
- Nelson, F. 344
- Nepotism 348-9
- NLRB, Deferral to 367
- Non-Renewal See Reinstatement
- No Strike Provision 329
- Pauk Case 365
- Pay Raise 347
- Poddar 370
- Progressive Stud. Assoc. 359
- Promotion 348-9, 370-2, 375-6
- Public Disclosure of Info. 355
- Public Sector Labor Rel. 363
- Reappointment See Reinstatement
- Reinstatement 4, 339,345,348-9, 351-3, 359-60, 370-2, 374, 377, 403, 657
- Reverse Discrim. 379
- Rights See Faculty
    - See Union
- Rival Union 357
- Roth 380
- Salary - Back Pay 366, 663-4
    - Cost of Living 332
    - Discrim. 371-2
    - Pay Raise 347
- Shockley 340
- Smith, M. 377
- State Control 354
- Strikes 329, 336, 351-3, 378, 668, 727-33
- Student - disrupters 333, 341
    - initiated cases 334, 340-2, 355-6, 358-9
    - marriage ban 325
    - protests/unrest 328,
- Students 328,844. 333, 369, 380.
- Supervisors/non-sup. 363
- Tenure 338, 344, 348-9, 377
- Trustees 32
- Union-election 365, 367
    - meetings 343
    - right to mail service 343
    - rights 343, 357
    - rival 357
- Weathermen 825

Court Cases - Subject (cont.)
- Women - athletics 334
    - back pay 366
    - disrim. 371-2,374-6
    - grievance award 366
    - housing regul. 358
    - reappointment 348-9, 371-2
- Workload 668

Courts
- Women 921, 930, 940

Courts & Colleges 373

Courts
- See Deferral to Arbitration

Creighton University
- Affirmative action 40

CUNY
- Arbitration Awards 96-8
- Censure 13
- City College 49
- C.B. 223, 245, 261, 270, 318, 324
- Contract 318, 324, 741
- Court Cases 365-6
- Fact-Finding Awards 114-6
- Grievance Study 505
- Legislation 383
- Nat. Center for C.B. 205 225, 505
- Open Admissions 381-2, 384, 638
- PERB Decisions 647-57
- Queens Coll. 366
- Status of Women 943
- Strike vote 290, 742
- Student Unrest 49
- Students & C.B. 276
- Tenure 863, 873
- Union Merger 586
- Woman Vice- Chancellor 917

Curriculum Coordinators
- PERB decisions 661

D. C.
- see District of Columbia

Deans
    -Bargaining Unit 675
Deferral to Arbitration 96, 99, 139, 154-6, 157b, 378, 982
    - Court Cases 378
Deferral to Mediation
    - Court Cases 378
Deferral to NLRB
    - Court Cases 367
Delaware
    - Salaries 717, 725
    - U. of Delaware 725
Delhi Tech. - SUNY
    - PERB Decisions 673
Demotion
    - Contract Clauses 322
Dental Insurance
    - Fact-Finding 123
Department Chairmen
    - Appointment 83, 105,
    - C.B. 235, 296
    - NLRB 620, 622
    - NLRB Decisions 628, 630, 636
    - PERB Decisions 661, 683
Designation Form
    - see Check-off
    - see Dues Check-off (Deduction)
Directories 385-6
    - Community College Agencies 386
    - PERB Agencies 385
    - Women's Units in Organizs. 956
Discharge
    - Contract Clauses 322
    - SDS Membership 82
Disciplinary Transfer
    - Arbitration 84
Discipline
    - Contract Clauses 322
Disclosure of Information
    - Court Cases 355
Discrimination
    - Arbitration 75, 982
    - Court Cases 356, 360, 371-2, 374-6, 379-80
Discrimination (cont.)
    - Distribution of Rank 99
    - Jurisdiction of Arbit. 96
    - Reverse 39, 54, 379
    - Union Activity 631, 659, 665, 672
Discrimination - See also
    - Affirmative Action, Equal Employment, Equal Opportunity, Women
Disputes
    - Arbitration 147
    - C. B. 289
    - Fact-Finding 153
    - See Faculty-Firings
    - See Impasse
    - Mechanics of Resolution of 390, 396
    - See Salary
    - Settlement of 300
    - Wage Disputes & Arb. 158
Disrupters
    - Court Cases 333
Dissertations
    - Bibliography on C. B. 184
District of Columbia
    - Catholic U. 624
    - Howard U. 835
    - NLRB Decision 624
    - Students 835
Dixie College, Utah
    - Court Cases 377
Due Process 402-3, 972, 974
    - See Academic Freedom
    - NEA Statement on 878
    - See Reinstatement
    - Students 787
    - See Tenure
Dues Check-Off (Deduction)
    - Court Cases 363
    - PERB Decisions 661, 671
Duration
    - Contract Clauses 322
Dutchess Community College
    - Fact-Finding Awards 118
Duty to Bargain 300, 701
Eastern Michigan University
    - Court Cases 350

Eastern Michigan University
    - Court Cases 350
Eau Claire Technical Institute
    - Arbitration awards 107
Economic Status of the Profession
    - AAUP 1972-73 Annual Report of 128, 129
EEOC
    - see Affirmative Action
    - see Employment
    - Guidelines 930, 940
    - see Women
Election
    - Court Cases 365, 367
Elections
    - see Agents for Election Results
    - see Bargaining Units - most references where unit is determined includes order for election
    - NLRB Directed 624, 626-7, 629, 634-5
    - PERB Directed 647, 649, 661, 673-4, 683
    - Court Cases 365-7
Employment
    - Blacks vs. women 61
    - Hiring, contract clauses 322
    - see Job Market
    - Minority 55, 60-2
    - see Public Employment
    - Relations 216-8
    - see Student-Employment
    - see Student-Unions
    - see Women
Endicott Junior College, Mass.
    - C.B. Election 66
    - NLRB Decision 626
England
    - Academic Freedom 18
    - Arbitration 80
EPA
    - see Equal Pay Act
Equal Employment
Equal Opportunity
    - see Affirmative Action
        Blacks
        Chicanos
        Students
        Women
Equal Pay Act 718
    - Women's salary 919
Equal Pay Provisions
    - Administrators/Professionals 31
Erie Community College
    - Arbitration awards 99
    - PERB Decision 658
Essex County College
    - Arbitration awards 93
Ethics, Code of
    - Fact-Finding 113
    - For Arbitrators 74, 78
Europe
    - Student Unions 850
Evaluation
    - see Performance Evaluation
Exclusion of Chairmen
    - see Department Chairmen
    - Fact-Finding 112
Exigency
    - see Finances
    - see Layoffs
Facilities
    - Dorms 404
Fact-Finding 141, 146, 153, 164,231
    - see Arb/Fact-Finding Awards
    - Facts About 141
    - Improving Mediation 165
    - Neutrals 610-14
    - PERB Decision 671
    - Public Sector 695
Faculty 405-8
    - Activism 409
    - Administration 26-29, 456, 969
    - Advisors 121
    - Age 344, 867
    - see Arbitration
    - see Arbitration/Fact-Finding

Faculty (cont.)
- Attitudes 409-11, 453
- Bargainers 204 -see Bargaining Units
- Careers 408
- see C. B.
- Conservative 405
- Course on Negotiation 600, 604
- see Court Cases
- Demands 258
- see Dept. Chairmen
- see Disputes
- see Elections
- Expectations 24

Faculty-Firings 4, 7, 13, 89, 279-80, 282, 287, 289, 730, 732, 749-50, 787
- see Antioch College
- see Bloomfield College
- Court Cases 351-3, 360, 370-2, 374, 377, 380
- Idaho State U. 876
- see Lake Michigan Comm. Coll.
- NLRB Decision 631
- Oklahoma Coll. 881
- U. Of Hawaii 899

Faculty
- see Governance
- see Job Market
- Life-Union's place 964
- Militance 228, 230,258
- see Negotiations
- see NLRB
- Older (tenure)344, 867
- see Part-time Faculty
- see PERB
- Perceptions 411
- see Performance Evaluation
- Politics 406, 478
- Power 240, 288, 408, 473, 477, 483
- Presidential Search 414

Faculty Rights 412-6
- Admin. Selection 222
- Court Cases 380
- Fact-Finding 121-2
- Model Bill 841
- U. of Mich. 966

Faculty
- Security 894
- Status of Women 915-6, 924, 943, 951
- Trustees 273, 494
- Values 411

Fair Labor Standards Act
- Equal Pay to administrators/ Professionals 31

Fairleigh-Dickinson University
- Election 985
- NLRB Decision 627, 980

Fashion Institute of Technology
- PERB Decision 659

Federal Legislation
- see Legislation - Federal

Federal Pay Board Regulations
- Retroactive salary arbitration 88

Female Faculty
- see Women

Finances
- C.B. 269,291,303,417-8, 711, 978
- Exigency (cutbacks)
  - arbitration 98, 107
  - fact-finding 120

Fingerprinting 934-5

Firings
- see Faculty-Firings

Fitchburg State College (Mass.)
- Student C.B. 308

Florida
- Court Cases 343
- Fla. State U. 343
- Legislation 555-6
- Performance Eval. 687
- State U. Sys. 869
- Tenure 869, 895
- U. of S. Fla. 687

Florida State University
- Court Cases 343

Fordham University
- NLRB Decision 628

Fox Valley Technical Institute
- Fact-finding awards 131

France
- Student Movement 772

Frederick Community College, Md.
- Censure 13
- C.B. 279, 280, 282, 287, 289
- Court Cases 287

Freezing Salaries
- PERB Decision 656

Fringe Benefits 419-25
- Community Colleges 421
- Contract Clauses 322
- Fact-finding 118, 128-9
- see Health Insurance
- see Maternity Leave
- Non-teaching faculty 422
- Part-time denied full F.B. 87
- Pension Legislation 419-20, 425
- Percent salary for 128-9
- see Sabbatical Leaves
- see Salary
- see Sick Leave
- Student Personnel Workers 321
- Trips disallowed on taxes 423

Fulton-Montgomery Community College
- Fact-finding awards 119-121

Genesee Community College (Michigan)
- Arbitration awards 89
- Contract 313

Genesee Community College (New York)
- Fact-finding awards 122

Germany, West
- Student Movement 774

GERR 179

Goddard College
- Students 799, 812

Good Faith Negotiations 13
- Court Cases 361, 663-4
- PERB Decisions 676, 678

Governance 197, 276, 426-97
- AAUP 428, 495
- Alfred U. 487
- Attitudes on 453
- Bibliographies 172, 182
- Calif. Master Plan 465
- Canada 441
- Carnegie Report 432-3, 453
- C. B. and 297, 449, 453,472
- Committees 439, 487

Governance (cont.)
- Community Colleges 450-1, 466
- Court Cases 328
- Fact-finding 115, 125
- Faculty 483, 488, 426-78
- Faculty Attitude 453
- Faculty Power 473, 477. 483
- see Faculty Rights
- Illinois 485-6
- Institutional Independence 453
- New York 487, 496-7
- NLRB 619
- Politics 478
- Presidents 453
- Senates 426, 479
- Stanford Project 476-8
- Students 303, 328, 479-97
- Students
  - Alfred U. 487
  - Attitudes 453
  - Committees 487
  - Illinois 485-6
  - Iowa 489
  - Luther Coll. 489
  - New Hampshire 488
  - New York 487,496-7
  - Participation 479-97
  - Power 453, 483, 491
  - Senates 479
  - SUNY 496-7
  - Tenure 492
  - U. of Calif. 493
  - U. of N. Hampshire 488
- SUNY 496-7
- Surveys 451, 479
- Tenure 453, 492
- Trustees 453, 494
- Tulane U. 427
- Unionism 472
- U. of Calif. 444, 493
- U. of N. Hampshire 488
- Western Mich. U. 440

Government Employee Relations Report 179

Grants 498-506
- Arbitration 86
- C. B. 504, 506
- Faculty covered by C.B. 86
- Grievances 505

Grants (cont.)
- Programs Examined 707
- Women's Projects 498-503

Greece
- Students 837

Grievance Award
- Court Cases 366

Grievance (Procedures) 231, 288, 507-36
- Appeals Procedure 713
- Arbitration 514, 516, 519-20
- Bibliography 190
- Calif. St. Colleges 509
- Clause Finder 510
- C. B. 530
- Community Colleges 602
- Contract Analysis 323, 508, 510, 525-6, 983
- Contract Clauses 322
- CUNY Grant 505
- Deferral to Arbitration 96, 99, 139, 154-6, 157b, 378, 982
- Fact-Finding 122, 126, 130
- Good Faith 536
- Guidelines 529
- How to Write Clause 515, 518
- Legislation 561-2, 566
- Massachusetts 602
- Model 513, 534
- Negotiating 602
- New Jersey 527
- PERB Decision 671
- Public Employment 513-36
- Public Sector 711, 713
- Resolution of 524, 532
- Right to Representation 528
- Strikes 530
- Students 787
- Tenure 523

Guidance Counselor
- PERB 683

Harcum Junior College (Pa.) 411

Harvard University
- Affirmative Action 47

Hawaii
- Court Cases 344
- PERB Decisions 641-2
- Tenure 871, 896, 899

Hawaii (cont.)
- U. of Hawaii 344, 871, 896, 899
- Workload 871

Health Insurance
- Fact-Finding 112, 113, 119, 120, 126
- Survey 424

Health Services
- Fact-Finding 120

HEW
- Equal Opport. Regul. 930

Hiring
- Contract Clauses 322
- see Employment

Holidays
- Contract Clauses 322

Honor Committee
- Court Cases 368

Howard University
- Students 835

Hudson Valley Comm. College
- PERB Decisions 660-1

Idaho
- Faculty Firings 876
- Idaho State U. 876

Idaho State University
- Faculty Firing 876

Illinois
- Arbitration Awards 83-87
- see City Coll. of Chicago
- Contract Analyses 323
- Court Cases 345-6, 557, 741
- Legislation 557
- Prairie St. Jr. Coll. 346
- Strikes 736-8, 741-2, 752
- Student Governance 485-6
- Students 822
- U. of Illinois 822

Impact of Collective Bargaining 202 212, 220, 234, 240
- Administration 212, 220, 234, 240, 249, 273, 275, 277
- Students 202

Impact of Legislation 546, 552

Impasse (Resolution)
- Arbitration 582
- C. B. 231
- Community Colleges 602

Impasse (Resolution) (cont.)
  - Legislation 564, 568
  - Massachusetts 602
  - Mediation 581-4
  - Negotiation 602
  - Neutrals 610-14
  - Public Sector 712
  - Resolution 288, 387-401, 581-4
  - Resolution, Mechanics of 390, 396
Improper Practice
  - Legislation 564
Independence, Institutional
  - Governance 453
India
  - Students 771, 780
Indiana
  - Legislation 558
Individual Rights in C. B. 159
Institute for Advanced Study
  - Governance Dispute 458-9
Institutional Planning and C. B. 269
Instructional Faculty, Non-
  - Fact-Finding 117
Insurance, Dental
  - Fact-Finding 123
Insurance, Health
  - Fact-Finding 112, 113, 119, 120, 126, 130
  - Survey 424
Iowa
  - Absence of Legislation 699
  - Luther College 489
  - Student Governance 489
Japan
  - Student Movement 773
Jefferson Community Coll.
  - PERB Decisions 662-64
Job Market 272, 291, 408
Job Title
  - Fact-Finding 117
  - PERB Decision 673
Johnson State College, Vermont
  C. B. Election 70
Junior Colleges
  - see Community College
Jurisdiction
  - Court Cases 367, 378
  - Deferral to Arbitration 96, 99, 139, 154-6, 157b, 378, 982
  - Discrimination Arbitration 96
  - NLRB 625
  - PERB 640
Kansas
  - Court Cases 559
  - Legislation 559
Kent State
  - Court Cases 369
  - Students 789, 795, 798, 802-4, 815, 821, 827

Labor Relations of Interest to Colleges
  - Bibliography 188
Lake Michigan Community College
  - Court Cases, 351-3
  - Strikes 750
Lane College
  - Students 836
Latin America
  - Academic freedom 17, 21
Law Schools
  - NLRB decisions 621, 624, 633, 635, 637, 979
Laws
  - See Legislation
Lay-Offs
  - Arbitration 107
  - Contract Clauses 322
  - Fact-Finding 120, 125
  - See Faculty-Firings
Leaves
  - Absence-Contract Clauses 322
  - Court cases 578-80
  - Maternity Arbitration 108,110
  - Maternity fact-finding 125
  - Maternity leave 578-80
  - Professional improvement 123
  - Sabbatical fact-finding 112, 113, 120, 122, 123, 124, 126
  - See Sabbatical Leave.
  - Sick leave fact-finding 112, 113, 117, 125
Lecturers Adjunct
  - Arbitration 98
  - See Part-Time Faculty
Lecturers
  - Bargaining unit 350
Legislation (by state)
  - California 554
  - Florida 555-6
  - Illinois 557
  - Indiana 558
  - Kansas 559
  - Maine 560-1
  - Maryland 32
  - Massachusetts 160, 562
  - Michigan 32, 563-4
  - Minnesota 565
  - Montana 566
  - Nebraska 567
  - New York 383, 568
  - Ohio 810
  - Oklahoma 685
  - Oregon 569-70
Legislation (by state) (cont.)
  - Pennsylvania 571-2
  - Rhode Island 573
  - South Dakota 574
  - Washington 575
  - Wisconsin 576
  - Summary of State Laws 212, 988
Legislation (subject) 276, 712
  - Absence of 551, 699
  - Agency shop 561-4, 566
  - Arbitration 81, 135, 160
  - Binding arbitration 562, 566
  - Canada 550
  - Checkoff 566
  - C. B. Law 537, 539, 541, 543-5 547-9
  - Compulsory Arbitration 135
  - CUNY 383
  - Federal Law 537, 538-49
  - FLSA 538
  - Grievance procedures 561-2, 566
  - Impact 546, 552
  - Impasse resolution 564, 568
  - Improper practice 564
  - Mediation 560, 564
  - Model 556
  - NLRA see C. B. above
  - NPERA 540
  - Penalties 568, 574
  - Pension 419-20, 425
  - Performance 562
  - Political contributions 565
  - Productivity 562
  - Professional Neg. Act 540
  - Religious dissenter 563
  - Role of 709
  - Service fees 565
  - Sex discrimination 942, 954
  - State Laws 537, 551-3
  - Strike right 550, 567-8, 571, 573, 708
  - Students 756, 765, 810
  - Summaries 212, 988
  - Taylor Law 81, 260, 393
  - Unfair practices 574
  - Union shop 575
  - Voluntary arbitration 81
  - Who is covered by 300
Librarians 577
  - Arbitration 86
Long Island University
  - C. B. 66
  - NLRB decision 629

Long Island University (cont.)
  - President resigns 883
  - Southampton Campus- C. B. 66
Long Range Planning and C. B. 269
Loretto Heights College
  - NLRB decision 630
Los Angeles Community College
  - Salary 719
Los Angeles Trade Technical College
  - Court cases 335
Louisiana
  - Governance 427
  - See Southern U.
  - Tulane U. 427
Luther College
  - Student governance 489
Lyndon State College, Vermont
  - C. B. election 70
Macomb County Community College
  - Arbitration awards 90-91
Madison Area Technical College
  - Arbitration awards 108
Mail Service, Union Right to
  - Court cases 343
Maine
  - Court cases 347
  - Legislation 560-1
  - U. of Maine 347
Management Rights 968
  - Contract clauses 322
  - Fact-finding 112
Managerial Employees
  - PERB decision 646
Maryland
  - Arbitration awards 88
  - C. B. 13, 279-80, 282, 287 289
  -Comm. Coll. of Baltimore 88
  - Court cases 287 and see Frederick Comm. Coll. references
  - Election 66
  - Legislation 32
  - Towson St. Coll. 66
  - U. of Maryland 32
Massachusetts
  - Affirmative action 47
  - Arbitration 160
  - Boston U. 820
  - C. B. 72, 276, 284, 308, 602
  - Court cases 348-9
  - Endicott Jr. College 66, 626
  - Fitchburg State College 308
  - Harvard U. 47
Massachusetts (cont.)
  - Legislation 562
  - Massasoit Comm. Coll. 602
  - NLRB decision 626
  - North Adams St. Coll. 308
  - Salem St. College 308
  - Student rights 847
  - Students 276, 308, 820
  - U. of Mass. 284, 348-9
  - Wentworth College 72
  - Worcester Poly. Inst. 847
Massasoit Community College
  - C. B. 602
Maternity Leave
  - Arbitration 108, 110
  - Court cases 578-80
  - Fact-finding 125
  - See Fringe Benefits
Mediation 146, 231, 387-401
  - Arbitration 582
  - Deferral to 378
  - Impasse resolution 581-4
  - Improving 165
  - Legislation 560, 564
  - Neutrals 610-14
Membership in Unions 909
Mercer County Community College
  - Arbitration awards 94
Mercy College
  - C. B. election 63
Mergers 585-99
  - AFT and NEA 585, 587-93, 596-7, 599
  - Brooklyn Poly and NYU 594
  - CUNY 586
  - SUNY 595, 674-5
  - Teachers 598
Merit Pay
  - Fact-finding 112
Merit Principles
  - Public sector 694, 707
Methods of Pay
  - Fact-finding 112
Michigan
  - Arbitration awards 89-92
  - Central Mich. U. 238
  - C. B. 216-219, 240, 313, 319
  - Community Colleges C. B. 219, 388
  - Court cases 32, 350-6
  - Dispute settlement 388
  - Eastern Mich. U. 350
  - Faculty rights 966
  - Genesee Comm. College 89, 313

Michigan (cont.)
  - Governance 440
  - Lake Mich. College 351-3, 750
  - Legislation 32, 563-4
  - Macomb Cty. Comm. College 90-1
  - Mich. State U. 32
  - NLRB decision 636
  - Oakland Comm. Coll. 92, 319, 643
  - PERB decisions 643-4
  - Strikes 750, 752
  - Students 777-8
  - U. of Detroit 636
  - See U. of Michigan
  - Wayne County Comm. Coll. 752
  - Wayne State U. 32, 777
  - Western Mich. U. 440
  - Women & Jobs 927
Michigan State University
  - Court cases 32
Middlesex County College
  - Arbitration awards 95
Milwaukee Area Technical College
  - Arbitration awards 109-110
Milwaukee Vocational Institute
  - PERB decision 681
Minnesota
  - Admin. appointment 875
  - C. B. 314, 316
  - Court cases 357
  - Legislation 565
  - Minn. St. Coll. 314, 316, 645
  - PERB decision 645
  - U. of Minnesota 357
Minnesota State Junior College System
  - Contract 314, 316
  - PERB decision 645
Minorities 197
  - See Affirmative Action
  - See Blacks
  - See Equal Employment
  - Prospects 931
  - See Women
Minority Employment 55, 60, 61, 62
  - Blacks vs Women 61
  - Percentages 62
Mississippi
  - Court cases 358-9
  - Miss. St. U. 358
  - U. of S. Mississippi 359
Mississippi State University
  - Court cases 358
Missouri
  - Court cases 360
  - U. of Missouri 360
Model Bill of Rights
  - Admin. 841
  - Faculty 841
  - Students 841, 844, 851
  - Trustees 841
Model Legislation 556
Models for Collective Bargaining 247
Monmouth College
  - NLRB decision 631
Monroe Community College
  - PERB decision 665
Montana
  - Legislation 566
  - U. of Mont. 932, 946
  - Women's backpay 932, 946
Movement
  - See Student-movement
Nassau Community College
  - PERB decisions 666-8
National Academy of Arbitrators, Proceedings
  - 157-157g
National Center for Coll. Barg.
  - 205, 225, 505
National Student Association
  - See NSA
NEA
  - Academic freedom/censure 13
  - AFT merger 585, 587-93, 596-7, 599
  - C. B. 285
  - Due process 878
  - Negotiation Research Digest 183
  - Tenure 878
Nebraska
  - Affirmative action 40
  - Creighton U. 40
  - Court cases 361
  - Legislation 567
  - Open admissions 638
Negotiation 600-9
  - Administration 277
  - Arbitration 605
  - Bibliographies 181, 190
  - Community College 602
  - Conduct of 601
  - Courses on 600, 604, 606-7
  - Fact-finding 114
  - Good faith 13, 361, 663-4, 676, 678
  - Grievance procedures 602
  - Guide to 603, 605
  - How to 259
  - Impasse 602

Negotiation (cont.)
- Massachusetts 602
- Materials on 301
- Process of 605
- Public sector 600-9
- Strategies 608-9
- Taylor Law 260
- Trustees 604

Negotiation Research Digest
- 183

Nepotism
- Court cases 348-9

Neutrals 610-14
- Arbitration and expanding role of 157e

Nevada
- Court cases 4
- U. of Nevada 4

New Hampshire
- Faculty/Student governance 488
- U. of New Hampshire 488

New Haven College
- PERB decision 640

New Jersey
- Arbitration awards 93-95
- See Bloomfield Coll.
- Burlington Cty. Coll. 362
- C. B. 65, 208, 312
- Court cases 362-4
- Essex Cty. Coll. 93
- Fairleigh Dickinson U. 627, 980, 985
- Luther Coll. 489
- Mercer Cty. Comm. Coll. 94
- Middlesex County Coll. 95
- Monmouth Coll. 631
- N. J. Coll. Med & Dent. 312
- NLRB decisions 627, 631, 980
- PERB rules 684
- Princeton U. 925
- Rider Coll. 65, 364
- Rutgers U. 939
- Stockton St. Coll. 859
- Student governance 489
- Student Union 859
- Tenure 890 (also Bloomfield Coll)
- Wm. Paterson Coll. 890
- Woman Chairman 939
- Women's advisory comm. 925

New Jersey College of Medicine & Dentistry
- Contract 312

New York
- Academic freedom 862
- Adirondack Comm. Coll. 646

New York (cont.)
- Admin. Term appt. 879
- See Alfred U.
- Arbitration awards 79, 96-104
- Barnard Coll. 623
- Brooklyn Coll. 650-1, 657
- Brooklyn Poly 594
- Broome Tech. Comm. Coll 112-3
- C. B. 66, 261
- Columbia-Greene Comm. Coll 117
- Columbia U. 625, 914
- Cornell U. 39
- Court cases 365-8, 657, 663-4, 667-8, 675
- See CUNY
- Dutchess Comm. Coll. 118
- Equal opportunity 920
- Erie Comm. Coll. 99, 658
- Fact-finding awards 112-130
- Fashion Inst. Tech. 659
- Fordham U. 628
- Fulton-Montgomery Comm. C. 119-21
- Genesee Comm. Coll. 122
- Grievance grant study 505
- Hudson Valley Comm. C. 660-1
- Jefferson Comm. C. 662-4
- Legislation 383, 568
- See Long Island U.
- Mercy Coll. 63
- Monroe Comm. C. 665
- Nassau Comm. C. 666-8
- See New York U.
- NLRB decisions 621, 623, 625, 628-9, 632-5, 979
- North Country Comm. Coll. 123
- Onondaga Comm. Coll. 23
- Open admissions 381-2, 384, 638
- Orange Cty Comm. C. 100, 669
- Pension Legis. 420
- PERB decisions 646-76
- Rockland Comm. Coll. 101, 124-5, 670
- Rosary Hill Coll. 634
- See St. John's U.
- St. Lawrence U. 748
- Salaries 724
- Schenectady Comm. Coll. 126-7, 671
- Southamton Coll. 628
- Status of women 943
- Strikes 734, 742, 748
- Student governance 487, 496-7
- Student Union 853
- Suffolk U. 893
- See SUNY
- Syracuse U. 68, 635, 979, 984

New York (cont.)
  - Taylor Law 81, 260, 393
  - Tenure 862-3, 873, 893, 897-8
  - Ulster Cty. Comm. C. 130, 676
  - Union Coll. 898
  - Wagner Coll. 71
  - West Point 368, 842, 846
  - Women 914, 917, 943

New York University
  - Court cases 367
  - Election 989
  - Merged with Brooklyn Poly 594
  - NLRB 621
  - NLRB decisions 367, 632-3, 979

NLRA
  - C.B. 855
  - Intent 619
  - Student employees 855

NLRB 615-22
  - AAUP 615-6
  - Administration 619
  - Bargaining unit 618
  - Compulsory arbitration 133
  - Decisions 231
  - Deferral to 367
  - Deferral to arbitration 139, 154-6, 157b, 982
  - Department chairmen 620, 622
  - Governance 619
  - NLRA intent 619
  - Non-faculty 619
  - Part-time faculty 621
  - Professional schools 619
  - Students 619

NLRB Decisions - Colleges
  - Barnard College 623
  - Catholic U. 624
  - Columbia U. 625
  - Endicott Jr. Coll. 626
  - Fairleigh Dickinson U. 627, 980
  - Fordham U. 628
  - Long Island U. 629
  - Loretto Heights Coll. 630
  - Monmouth Coll. 631
  - N. Y. U. 621, 632-3, 979
  - Rosary Hill Coll. 634
  - Southamton Coll.-LIU 629
  - Syracuse U. 635, 979
  - U. of Detroit 636
  - U. of San Francisco 637

NLRB Decisions - States
  - California 637
  - Colorado 630

NLRB Decisions - States (cont.)
  - D. C. 624
  - Massachusetts 626
  - Michigan 636
  - N. J. 627, 631, 980
  - N. Y. 621, 623, 625, 628,
  - 632-5, 979

NLRB Decisions - Subject
  - Department chairmen 628, 630, 636
  - Discrimination for union activity 631
  - Elections directed 624, 626-7, 629, 634-5
  - Faculty firings 631
  - Jurisdiction 625
  - Law schools 621, 624, 633, 635, 637
  - Part-time faculty 621, 624, 628-30, 632-4, 636
  - Professional schools 621, 624, 633, 635, 637
  - Reinstatement 631
  - Student employees 623
  - Union activity 631

No-Strike Provision
  - Court cases 329
  - Fact-finding 113, 117

Non-Faculty
  - NLRB 619

Non-Instructional Faculty
  - Fact-finding 117

Non-Renewal
  - See Reinstatement

North Adams State College (Mass)
  - Student C. B. 308

North Country Community College
  - Fact-finding awards 123

NSA 854, 857

N. S. L.
  - Student wage bill 765

Ohio
  - See Antioch Coll.
  - C. B. 239, 289, 317
  - Court cases 369-70
  - See Kent State U.
  - Legislation (students) 810
  - Tenure 898
  - U. of Toledo 239
  - Youngstown St. U. 370

Oakland Community College
  - Arbitration awards 92
  - C. B. 319
  - PERB decision 643

Oklahoma
  - Court cases 371-2, 685
  - Faculty firings 881
  - Oklahoma Coll. 881 -Okla.St.U.
  - PERB rules 685 371-2
  - Tenure 881
Oklahoma Coll. of Liberal Arts
  - Faculty firings 881
  - Tenure 881
Oklahoma State University
  - Court cases 371-2
Onondaga Community College 23
Open Admissions
  - California 638
  - CUNY 49, 381-2, 384, 638
  - Nebraska 638
  - New York 638
Orange County Community College
  - Arbitration awards 100
  - PERB decision 669
Oregon
  - Court cases 403
  - Legislation 569-70
  - PERB decision 677
  - Southern Ore. Coll. 677
  - U. of Oregon 403
Overload
  - See workload
Part-time Faculty
  - Denial of full-time fringes 87
  - NLRB decisions 621, 614, 628-30, 632-4, 636
  - PERB decision 647, 649-51, 659, 677, 681, 683
  - Student reappointment 98
Past Practices
  - Fact-finding 115, 122
Pay, Methods of
  - Fact-finding 112
Pay Raise
  - Court cases 347
Penalties
  - Legislation 568, 574
Pennsylvania
  - Academic freedom 7
  - Affirmative action 45
  - Arbitration awards 105
  - Beaver Cty. Comm. C. 678
  - Community Colleges 411
  - Comm. Coll. of Allegheny 105
  - Court cases 373-4
  - Harcum Jr. Coll. 411
Pennsylvania (cont.)
  - Legislation 571-2
  - Penn. State U. 679
  - PERB decision 678-9
  - Public sector C. B. 710
  - Sabbatical leave 714
  - Strikes 747, 752
  - U. of Penn. 7
  - U. of Pittsburgh 45, 374
  - Westmoreland Coll. 747, 752
Pennsylvania State University System
  - PERB decision 679
Pension Legislation 419-20, 425
PERB
  - Directory of agencies 385
  - Elections 639
PERB Decisions - Colleges
  - Adirondack Comm. Coll. 646
  - Beaver County Comm. Coll. 678
  - Cortland - SUNY 672
  - CUNY 647-57
  - Delhi Tech. - SUNY 673
  - Erie Comm. Coll. 658
  - Fashion Inst. Tech. 659
  - Hudson Valley Comm. Coll 660-1
  - Jefferson Comm. Coll. 662-4
  - Milwaukee Voc. Inst. 681
  - Minnesota State Coll. Sys. 645
  - Monroe Comm. Coll. 665
  - Nassau Comm. Coll. 666-8
  - New Haven Coll. 640
  - Oakland Comm. Coll. 643
  - Orange Cty. Comm. Coll. 669
  - Pennsylvania State U. Sys. 679
  - Rockland Comm. Coll. 670
  - Schenectady Comm. Coll. 671
  - Southern Oregon Coll. 677
  - SUNY 672-5
  - Ulster County Comm. Coll. 676
  - U. of Michigan 644
  - U. of Wisconsin 682
  - Vermont Tech. Coll. 680
  - Waukesha Cty. Tech. Inst. 683
PERB Decisions - State
  - Connecticut 640
  - Hawaii 641-2
  - Michigan 643-4
  - Minnesota 645
  - N. Y. 646-76
  - Oregon 677
  - Pennsylvania 678-9

PERB Decisions - State (cont.)
  - Vermont 680
  - Wisconsin 681-3

PERB Decisions - Subject
  - Administrators (ive) employees 658, 661-2
  - Agency shop 641-2
  - Backpay 659
  - See Bargaining Unit Determinations
  - Coaches 643
  - Confidential employees 646
  - Curriculum coordinators 661
  - Deans 675
  - Dept. Chairmen 661, 683
  - Discrimination (union activity) 659, 665, 672
  - Dues deduction 661, 671
  - See Elections
  - Fact-finding 671
  - Freezing salaries 656
  - Good faith C. B. 675, 678
  - Grievance procedures 671
  - Guidance counselor 683
  - Job titles 673
  - Jurisdiction 640
  - Managerial employees 646
  - See Part-time Faculty
  - Professional development 671
  - Promotion 665
  - See Reinstatement
  - Reopening issues 671
  - Sabbatical leave 652-3
  - Salaries (backpay) 659
  - Salaries (freezing) 656
  - Strikes 676
  - Student employees 644, 682
  - Tenure 647, 672
  - Union activity 659, 665, 672
  - Women 659, 665

PERB Rules
  - New Jersey 684
  - Oklahoma 685

Performance
  - Legislation 562

Performance Evaluation 686-91, 787
  - Arbitration 94, 100, 101
  - Fact-finding 120, 124, 130
  - Student ratings 686, 688-91, 838
  - U. of S. Florida 687

Personnel Director
  - C. B. and 249

Political Contributions
  - Legislation 565

Politics
  - Faculty 406, 478
  - Public sector 702
  - See Student Politics

Power
  - See Faculty Power
  - See Student Power

Prairie State Junior College
  - Court cases 346

Pregnancy
  - See Maternity Leave

President
  - Governance 453

Princeton University
  - Women's Advisory Comm. 925

Priorities for Action
  - Carnegie Commission Report 196

Proceedings of the National Academy of Arbitrators 157-157g

Productivity 692-3, 967
  - Legislation 562
  - Public sector 707

Professional Development Procedures
  - PERB decision 671

Professional Improvement Leave
  - Fact-finding 123

Professional Schools
  - NLRB 619
  - NLRB decisions 621, 624, 633, 635, 637

Progressive Student Assoc.
  - Court cases 359

Promotion
  - Arbitration 90, 96-7
  - Contract clauses 322
  - Court cases 348-9, 370-2, 375-6
  - Fact-finding 117, 120, 125-6
  - Female arbitration 90, 96
  - Florida 895
  - PERB decisions 665
  - Qualifications arbitration 97
  - Women 90, 96, 914

Protest
  - See Student Protest

Public Colleges
  - Contracts 323
  - C. B. 295
  - Target of organizers 283

Public Disclosure of Information
  - Court cases 355

Public Employment 276
  - Arbitration 33-165, 582
  - Bargaining Unit Determination 167-170
  - Bibliographies 186-7
  - C. B. 418
  - Dispute Settlement 387-401
  - see Employment
  - see Fact-Finding
  - see Grievance
  - Impasse Resolution 581-4
  - Massachusetts Law 160
  - Mediation 581-4
  - Negotiations 164, 600-9
  - Neutrals 610-14
  - Pension Legislation 419-20
  - Strike Right 394
  - Wage Disputes 158, see Salary
Public Interest
  - Arbitration and 157f
Public Sector Labor Relations 276
  - AFL-CIO unit 706, 908
  - Appeals Procedures 713
  - see Arbitration
  - see Bargaining Unit Determination
  - Bibliographies 186-7
  - see C. B.
  - Court Cases 363
  - Dispute Settlement 387-401
  - Fact-Finding 695
  - see Finances 711
  - Financing C. B. 711
  - Grants Program Examined 707
  - See Grievance
  - See Impasse Resolution
  - Iowa 699
  - See Legislation
  - Massachusetts Law 160
  - Mediation 581-4
  - Merit Principles 694-707
  - Negotiation 164, 600-9
  - Neutrals 610-14
  - Pennsylvania 710
  - Pension Legislation 419-20
  - Politics 702
  - see Productivity
  - see Public Employment
  - Scope of Appeals Procedures 713
  - Strike Right 394
  - see Strikes
  - Wage Disputes 158, see Salary
Queens College (CUNY)
  - Court Cases 366
Quotas, Tenure 885, 888, 973
Raises
  - see Salary
Randolph-Macon College, Virginia -
  - C. B. Election 64
Rank
  - Distribution of, Arbitration 99
  - See Faculty Status
  - Information on, Arbitration 85
Reappointment
  - See Reinstatement
Recognition
  - Contract Clauses 322
Reconciliation of Disputes 387-401
Referendums to Solve Disputes 398
Rehiring
  - Contract clauses 322
Reinstatement (Non-renewal)
  - Antioch College 732
  - Arbitration 92, 94, 96, 98, 101, 102, 103, 104
  - Court cases 4, 339, 345, 348-9, 351-3, 359-60, 370-2, 374, 377, 403
  - Fact-finding 114, 124
  - NLRB decision 631
  - PERB decision 650-1, 657, 659, 665, 672
Religious Dissenters
  - Legislation 563
Reopening Issues
  - PERB decision 671
Reprisal
  - See Union Activity
Resignation
  - Contract clauses 322
* Resolution of Disputes 387-401
Retroactive Salary Arbitration 88
Reverse Discrimination 39, 54
  - Court cases 379
Rhode Island
  - Brown U. 928, 948
  - Legislation 561, 573
  - U. of Rhode Is. 960
  - Women 928, 948
  - Workload 960
Rhodesia
  - Academic freedom 16
Rider College, New Jersey
  - C. B. Election 65
  - Court cases 364
Rights, Individual 159
Rights & Responsibilities
  - See Faculty Rights...

---

*Retrenchment 13, 98, 107, 120, 125, 291, 322, 861, 864, 869-70, 874, 894, 899, 886-7, 900

Rights & Responsibilities (cont.)
- See Governance
- See Student Rights...
- See Women

Rival Union
- Court cases 357

Rockland Community College
- Arbitration awards 101
- Fact-finding awards 124-125
- PERB decision 670

Rollback of Salary
- See Salary

Rolling Tenure 884

Rosary Hill College
- NLRB decision 634

ROTC 4, 811

Rutgers Univ.
- Woman Chairman 939

Sabbatical Leaves
- Fact-finding 112, 113, 120, 122, 123, 124, 126
- Pennsylvania 714
- PERB decisions 652-3

Safety
- Contract clauses 322

St. John's University -Acad.Freed.862
- Strike 734 -Arbit.79
- Tenure 862

St. Lawrence University
- Strike 748

Salary
-AAUP survey 717, 721-2, 724
- Administrators 715
- Arbitration of 85, 88, 93, 100, 109
- Backpay 88, 659, 932, 940, 946
- California 715-6, 719
- Coaches 119
- C. B. 967
- Community Colleges 720

Salary Comparisons
- Percent for fringe benefits 128, 129
- SUNY and 36 other 4-year colleges 128, 129

Salary
- Contract Clauses 322

Salary - Court Cases
- Back pay award 366
- Cost-of-living in Calif. 332
- Discrimination 371-2
- Pay-raise 347

Salary
- Delaware 717, 725

Salary (cont.)
- Disputes 158
- EPA and Women 919
- Equal Pay Act (EPA) 718
- Fact-finding 111-3, 115, 118-20, 122-8, 130-1
- Freezing 656
- New York 724
- PERB decisions 656, 659
- Raise surveys 715, 721-5
- Students 756, 765
- Westmoreland Cty. Comm. C. 747
- Women 914, 919, 924, 938, 951

Salem State College (Mass.)
- Student C. B. 308

San Francisco State College
- Court cases 336-7
- Strikes 735

Schenectady County Community College
- Fact-finding awards 126-127
- PERB decision 671

Scope of Appeals Procedures 713

Scope of Bargaining 262
- Fact-finding 115

SDS 843
- Discharge for membership 82

Seattle Community College
- Arbitration awards 106

Secretarial Staffing
- Fact-finding 120

Security, Faculty 894

Senates
- Governance 426
- Students 479

Seniority
- Contract clauses 322

Service Fees
- Legislation 565

Sex Bias
- See Women

Sick Leave
- Arbitration of Maternity Leave 108, 110
- Fact-finding 112, 113, 117, 125
- Maternity, fact-finding 125
- See Maternity Leave

South Dakota
- Legislation 574

Southampton College- L. I. U.
- C. B. 66
- NLRB decision 629

Southern Colleges and C. B. 268

Southern Oregon College
- PERB decision 677

Southern University
  785, 787-8, 792-4, 809,
  813, 817-19, 824, 826
Spain
  - Tenure 891
Stanford University
  - Affirmative action 38, 56
  - Court cases 338-41
  - Tenure 892
State Center Community College
  - Fact-finding awards 111
State Control of Colleges
  - Court cases 354
State Legislation
  - See Legislation-State
State University of New York
  - See SUNY
State University System (Florida)
  - Tenure 869
Status
  - See Faculty Status
  - Part-time denied full-time 87
  - See Rank
Statutes
  - See legislation
Stockton State College
  - Student Union 859
Strategy of Negotiating 608-9
Strikes 237, 290
  - AAUP 726
  - See Antioch College
  - California 735
  - Canada Law 550
  - See City Colleges of Chicago
  - Contracts settlement 755
  - Court cases 329, 336, 351-3,
    378, 668
  - See CUNY
  - Fact-finding 113, 117
  - Faculty firings 730, 732,
    749-50
  - Lake Michigan Coll. 750
  - Legislation 708
  - New York 734, 742
  - No-strike order 113, 117, 329
  - Pennsy. 747, 752
  - PERB decision 676
  - Prevention of 695, 698
  - Prof. Educ. oppose 271
  - Public sector 712:Reinstate. 732
  - Right to 394, 567-8, 571,
    573
  - St. John's U. 734
  - San Francisco State Coll. 735
Strikes (cont.)
  - Student involvement 801
  - See Students
  - Tacoma Community Coll. 754-5
  - Teaching assistants 743, 753
  - U. of Wisconsin 743
  - Wayne County Comm. Coll. 752
  - Westmoreland Comm. Coll. 747, 752
  - Wisconsin 743, 753
Student Affairs Personnel
  - Impact of C. B. on 202
Student 197
  - Activism 171
  - Affirmative action 38-9, 46,
    49, 55-6
  - See Antioch College references
  - Arbitration 98
  - Attitude 484
  - Bibliographies 171-3, 180
  - C. B. 202, 276, 288, 302-11, 767
Student Court cases 325, 328
  - Disrupters 333, 341
  - Initiated cases 334, 340-2, 355-6,
    358, 379
  - Protests/Unrest 333, 369, 380
Student
  - Due process 787
Student Employees
  - NLRB decision 623
  - PERB decisions 644, 682
  - See Student Unions
  - Subminimum wage 756, 765
Student
  - Expectations 24
  - See Governance-Students, also 328
  - Grievance procedures 787
  - Illinois 485
  - Impact of C. B. on 303
  - Marriage ban 325
Student Movement 172, 757-774
  - Carnegie report 759, 764, 769,814
  - C. B. 767
  - Community Colleges 767
  - International 770-74
Student
  - NLRB 619
  - Participation 775-8
  - Performance evaluation 686, 688-91,
    838
  - Personnel workers 321
  - Political recesses 783
  - Politics 172, 779-84
  - Power 483
Student Protests/ Unrest 49, 180, 328,

Student Protests/Unrest (cont.) 785-837
  - Black Colleges 830-36
  - International 837
Student Rights 328, 838-47
  - Bibliographies 840
  - Contract analysis of 987
  - Court cases 844
  - Model bill 841, 844, 851
Student
  - SDS 843
  - Status in C. B. 302
  - Teaching assistants 221, 743, 753
Student Unions 848-60
  - Europe 850
  - NLRA 855
  - NSA 854, 857
  - Stockton St. Coll. 859
  - SUNY 853
  - U. of Calif. 852
Suffolk University
  - Tenure 893
SUNY
  - Administrator term appt. 879
  - Arbitration awards 102-104
  - Buffalo Coll. 853
  - C. B. 320
  - Cortland Coll. 672
  - Delhi Tech. 673
  - Fact-finding awards 128-9
  - PERB decisions 672-5
  - Student union 853
  - Union merger 595, 674-5
Supervisors /Non-Supervisors
  - Belong to same union 363
Surveys - Collective Bargaining 67, 73
  - Salaries 715-25
Syracuse University
  - Election 68, 984
  - NLRB Decision 635, 979
Tacoma Community College
  - Court cases 378
  - Strikes 754-5
Taft-Hartley Act 300
Tax Deductions
  - Trips disallowed 423
Taylor Law 81, 260
  - Dispute settlement 393
Teaching Assistants
  - C. B. 221, 743, 753
Teaching Load
  - See workload
Teamsters and Teachers 243
Technical Colleges
  - See Community College
Tennessee
  - Lane Coll. 836
Tenure 861-900, 973, 976-7
  - AAUP 885, 888 also Bloomfield Coll. ref.
  - Academic freedom 862
  - Admin. Term of appt. 875, 879
  - Affirmative action 36, 37, 48
  - Alfred U. 897
  - Antioch Coll. 898
  - Arbitration 100, 104
  - See Bloomfield Coll.
  - Censure 13
  - C. B. 212, 977
  - Contract analysis 323
  - Court cases 338, 344, 348-9, 377, 861, 864
  - See CUNY
  - Due process 878
  - Fact-finding 115, 117, 124-6, 130
  - See Faculty Firings
  - Faculty, older 867
  - Florida 869, 895
  - Governance 453
  - Grievance procedures 523
  - Hawaii 871, 896, 899
  - Idaho State U. 876
  - Increase in 286
  - Long Island U. 883
  - NEA 878
  - New Jersey 890 also Bloomfield Coll. ref.
  - New York 862-3, 873, 879, 883, 893, 897-8
  - Ohio 898
  - Oklahoma 881
  - PERB decisions 647, 672
  - Percent holding (64.7%) 57
  - Quotas 885, 888, 973
  - Rolling 884
  - St. John's U. 862
  - Spain 891
  - State U. Sys. (Florida) 869
  - Student personnel workers 321
  - Student role 492 -Suffolk U.893
  - SUNY 879
  - Union Coll. 898
  - U. of Hawaii 871, 896, 899
  - U. of Wisconsin 900
  - Wm. Paterson Coll. 890
  - Women 940
Term of Contract
  - See Duration

Texas
  - Court cases 375-6
  - Texas Tech. U. 375-6
Texas Tech. University
  - Court cases 375-6
Theses
  - C. B. bibliography 184
Towson State College, Maryland
  - C. B. election 66
Trainees
  - Arbitration 109
  - Contract clauses 322
Transfer
  - Arbitration 84
  - Contract clauses 322
  - Fact-finding 111
  - Involuntary 84
Trustees 206, 273, 901-5
  - Courses on negotiation 600, 604
  - Court cases 32
  - Expectations 24
  - Faculty 903, 905
Trustees - Governance 453
  - Board oppose student/faculty trustees 494
  - Students on Board 485-6
Trustees
  - Impact of C. B. on 212
  - Model bill of rights 841
  - See Negotiation
  - Power 901
  - Understanding of 902
  - Union right to speak at meeting of 91
Tulane University
  - Governance 427
Ulster County Comm. College
  - Fact-finding award 130
  - PERB decision 676
Unfair Practices
  - Legislation 574
Union College
  - Tenure 898
Union 907-10
  - AAUP policy on 907
Union Activity
  - Appointment disregard based on 83
  - NLRB decision 631
  - PERB decisions 659, 665, 672
Union
  - Admin. relations with 295
  - Affiliation 286
  - Causes 906
Union (cont.)
  - Courses on negotiation 600, 604
Union Court Cases
  - Election 365, 367
  - Meetings 343
  - Right to mail service 343
  - Rights 343, 357
  - Rival 357
Union
  - Drafting a contract 315
  - Fact-finding 122
  - Finances 291
  - Measuring quality 203
  - Membership 286, 909
  - Organizing rights 300
  - Rank-information on 85
  - Regulation of 300
  - Rights contract clauses 322
  - Salary-information of 85
  - Security clauses 300, 322
Union Shop
  - See Agency Shop
  - Legislation 575
Union
  - Statistics on 203
  - To speak at trustee meeting 91
Unit Determinations
  - See Bargaining Units
University of Bridgeport, Conn.
  - C. B. election 69

University of California
  - Faculty Organiz. Grant 506
  - Governance 444, 493
  - Student Lobby 276, 309
  - Student Union 852

University of Colorado 25
  - Students 800

University of Delaware
  - Salary 725

University of Detroit
  - NLRB Decision 636

University of Hawaii
  - Court Cases 344
  - Tenure 871, 896, 899
  - Workload 871

University of Illinois
  - Students 822

University of Maine
  - Court Cases 347

University of Maryland
  - Legislation 32

University of Massachusetts
  - C. B. 284
  - Court Cases 348-9

University of Michigan
  - C. B. 216-8
  - Court Cases 32, 355
  - Faculty Rights 966
  - PERB 644
  - Students 778
  - Women & Jobs 927

University of Minnesota
  - Court Cases 357

University of Missouri
  - Court Cases 360

University of Montana
  - Women's Backpay 932, 946

University of Nevada
  - Court Cases 4

University of New Hampshire
  - Faculty/Student Governance 488

University of Oregon
  - Court Cases 403

University of Pennsylvania
  - Academic Freedom 7

University of Pittsburgh
  - Affirmative Action 75
  - Court Cases 374

University of Rhode Island
  - Workload 960

University of San Francisco
  - Court Cases 342
  - NLRB Decision 637

University of S. Florida
  - Performance Evaluation 687

University of Southern Mississippi
  - Court Cases 359

University of Toledo
  - C. B. 239

University of Washington
  - Court Cases 379

University of Wisconsin 416
  - C. B. 216-8, 221
  - PERB Decision 682
  - Strikes 743
  - Students 790, 823
  - Tenured Faculty Firings 900

Unrest
  - see Student Unrest

Utah
  - Court Cases 377
  - Dixie Coll. 377

Vacations
  - Contract Clauses 322
  - Fact-Finding 117

Vermont
  - Castleton St. Coll. 70
  - Election 70
  - Goddard Coll. 799, 812
  - Johnson State Coll. 70
  - Lyndon State Coll. 70
  - PERB Decisions 680
  - Students 799, 812
  - Vermont St. Coll. 70
  - Vermont Tech. Coll. 70, 680

Vermont State Colleges
  - C. B.Election 70

Vermont Technical College
  - C. B. Election 70
  - PERB Decision 680

Virginia
  - C. B. Election 64
  - Randolph-Macon Coll. 64

Wages
  - See Salary

Wages and Hours
  - Equal Pay to Administrators/ Professionals 31

Wagner College
  - C. B. Election 71

Washington
  - Arbitration Awards 106
  - Court Cases 378-9
  - Legislation 575
  - Seattle Comm. Coll. 106

Washington (cont.)
  - Strikes 754-5
  - Tacoma Comm. Coll. 378, 754-5
  - U. Of Washington 379
Washington D. C.
  - see District of Columbia
Waukesha County Technical Inst.
  - PERB Decision 683
Wayne County Comm. Coll.
  - Strikes 752
Wayne State University
  - Court Cases 32
  - Students 777
Weatherman Case 825
Wentworth College of Technology and Wentworth Institute, Mass.
  - C. B. Election 72
West Point 842, 846
  - Court Cases 368
Western Michigan University
  - Governance 440
Westmoreland County Comm. Coll.
  - Strikes 747, 752
William Paterson Coll.
  - Tenure 890
Wisconsin
  - Arbitration Awards 107-110
  - C. B. 216-8, 221
  - Court Cases 380
  - Eau Claire Tech.Inst. 107
  - Fact-Finding Awards 131
  - Faculty Firings 900
  - Fox Valley Tech. Inst. 131
  - Legislation 576
  - Madison Area Tech. Coll. 108
  - Milwaukee Area Tech. Coll. 109-10
  - Milwaukee Voc. Inst. 681
  - PERB Decisions 681-3
  - Strike 743, 753
  - Students 790, 823
  - See U. of Wisconsin
  - Waukesha Cty. Tech. Inst. 683
  - Wisconsin St. U. 380
Wisconsin State University
  - Court Cases 380
Women 46, 56-7, 59-62, 197, 911-957
  - Administrators 950
  - Advertising Sex Bias 941
  - Advisory Committee 925
  - Affirmative Action 46, 56, 57, 59, 60, 61, 944
  - Arbitration 90, 96, 99
Women (cont.)
  - Bibliography 185
  - Brown U. 928, 948
  - Career Options Grant 499
  - Careers 953
  - Carnegie Report 931, 937, 945, 947, 949
  - Columbia U. 914
  - Complaints 941
Women - Court Cases
  - Athletics 334
  - Back Pay 366
  - Discrimination 371-2, 374-6
  - Grievance Award 366
  - Housing Regulations 358
  - Reappointment 348-9, 371-2
Women
  - Courts 921, 930, 940
  - CUNY 917, 943
  - Directories 956
  - EEOC Guidelines 930, 940
  - Equal Opportunity 46, 56-7, 59-61, 918, 920, 937
  - Faculty Status 915-6, 924, 943, 951
  - Femininity & Success 912, 922-3
  - Fingerprinting 934-5
  - Grants 498-503
  - HEW Regulations 930
  - Hiring Goals 940
  - Job Differences by Sex 913
  - Maternity Leave 108, 110
  - Michigan 927
  - Montana 932, 946
  - New Jersey 925, 939
  - New York 914, 917, 920, 943
  - PERB Decisions 659, 665
  - Percentages 62
  - Princeton U. 925
  - Promotion 665
  - Prospects 931
  - Promotion 914
  - Rhode Island 928, 948
  - Rights 930, 955
  - Rights Grants 498, 500, 503
  - Rutgers U. 939
  - Salary 914, 924, 938, 951
  - Salary (Backpay) 932, 940, 946
  - Salary (EPA) 919
  - Sex Bias 941, 949
  - Statistics use of 940
  - Status Grants 498, 500, 502

Women (cont.)
- Student Union 858
- Tenure 940
- Training Grant 501
- Union Activity 659, 665
- U. of Michigan 927
- U. of Montana 932, 946
- Yale Women Grads 957

Worcester Poly. Inst.
- Student Rights 847

Working Conditions
- Contract Clauses 322

Workload 958-60
- Arbitration 95, 107, 109
- Contract Analysis 986
- Contract Clauses 322
- Court Cases 668
- Fact-Finding 115, 119, 122, 124-5, 130
- Student Personnel Workers 321
- U. of Hawaii 871
- U. of Rhode Island 960

Yale University
- Arbitration Awards 82
- Women Graduates 957

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- C. B. 317
- Court Cases 370

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*Full text of awards is available from the American Arbitration Association, 140 West 51st St., New York, N.Y. 10020 at 30¢ per page.

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Involuntary transfer of faculty members for disciplinary reasons. (June 5, 1970). Arbitration in the Schools, 7:6, September 1, 1970. AAA Case No. 7-T-16, 23 p.

85 City Colleges of Chicago-Board of Junior College and Cook County College Teachers Union/AFT.

College obligated to provide union with information on rank and salary of new faculty, and provide information on teaching personnel prior to action by Board or public release. (March 6, 1973). Arbitration in the Schools, 43:4, September 1, 1973. AAA Case No. 43-U-6, 13 p. Summarized 1973-GERR-528: C-1 to 2.

86 City Colleges of Chicago-Board of Junior College and Cook County College Teachers Union/AFT.

Full-time personnel engaged inprojects funded from the outside are covered under the faculty agreement, including librarians and counselors. (March 8, 1973). Arbitration in the Schools, 42:6, August 1, 1973. AAA Case No. 42-U-14, 25 p.

87 City College of Chicago.
Board of Junior College District No. 515 and AFT Local 1600. Part-time teachers' appeal for same benefits and status granted full-time faculty is denied. (March 30, 1973.) 1973 - GERR - 528: C-2.

ARBITRATION AWARDS-MARYLAND

88 Community College of Baltimore-AFT and Board of Trustees.

S. H. Jaffee recommends teachers receive retroactive salary payments in accordance with federal pay board regulations. (November 27, 1972). Total quote from 1973-GERR-519:C-1.

ARBITRATION AWARDS - MICHIGAN

89 Genesee Community College and Genesee Community College Education Association. Board's handling of faculty appointment ruled not arbitrary or unreasonable. (January 27, 1973.) 1973 - GERR - 528: C-2.

ARBITRATION AWARDS-MICHIGAN cont.

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Failure to give reasons for not placing female teacher on promotion list as violation of contract, but was later promoted and not, therefore, entitled to damages. (November 10, 1970).
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91 Macomb County Community College Faculty Organization and College.

President of Faculty Organization must be allowed to speak for "reasonable" time at meetings of the Board of Trustees if proper advance notice is given. (November 30, 1972). 1973-GERR-519:C-1. AAA Case No. 5439-0581-72.

92 Oakland Community College Faculty Association and Board of Trustees.

Arbitrator G. T. Roumell, Jr. orders reinstatement of continuing contract faculty member discharged without "reasonable or just cause"-total quote. (October 2, 1972). Cited in 1973-GERR-511:C-2.

ARBITRATION AWARDS-NEW JERSEY

93 Essex County College Board and Faculty Association.

College required to bargain over spring-summer salary for 10-month academic faculty. (April 19, 1973).
Arbitration in the Schools, 43:7, September 1, 1973. AAA Case No. 43-RU-16, 13 p.

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Orders college to reappoint assistant professor after finding procedural irregularities in his evaluations. (AAA Case #1839-0185-72D, July 25, 1972).1973-GERR-485:C-3.

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Grievants to be paid for overload hours due to failure to notify and negotiate on cancellation of assignment. (June 20, 1972).
Arbitration in the Schools, 35:6, January 1, 1973. AAA Case No.. 35-W-14, 10 p.

ARBITRATION AWARDS-NEW YORK

96 CUNY and UFCT

Arbitrability of charge of racial discrimination against black female lecturer in denial of appointment. Arbitrator retains jurisdiction in case that university and union do not resolve the grievance. (June 17, 1970).
Arbitration in the Schools, 7:7, September 1, 1970. AAA Case No. 7-AE-22, 23 p.

97 CUNY-Board of Higher Education and Individual Grievant

College did not act arbitrarily in requiring Associate Professor to receive a new waiver of the Assoc. Prof. qualifications for a Ph. D. before promotion to a full Professor. (October 26, 1972).
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Graduate students given preference over reappointment of outside adjunct lecturers when college faced with financial cutbacks. (January 13, 1973).
Arbitration in the Schools, 42:3, August 1, 1973. AAA Case No. 42-K-3, 12 p.

99 Erie Community College and Faculty Federation.

Arbitrability-college charged with failure to make every effort to reach goal for distribution of faculty rank. Arbitrator does not make any determination on "every effort." (February 26, 1973).
Arbitration in the Schools, 41:3, July 1, 1973. AAA Case No. 41-AX-4, 9 p.

100 Orange County Community College-County and Faculty Association.

College did not act unfairly in denying tenured associate professor his salary increment for 1972-3 since teacher refused to have a second evaluation after his first unfavorable report. (January 16, 1973).1973-GERR-519:C-3. AAA Case No. 1339-1007-72.

101 Rockland Community College and Federation of Teachers for Mr. T. Miller.

Written performance evaluation should be prepared and submitted to Board for a decision. (Reappointment). (June, 1973).
NYS/PERB (not published) 18 p.*

*Copies available from this Center at 10¢ per page for duplication cost and postage.

ARBITRATION AWARDS-NEW YORK cont.

102 SUNY-Binghamton and Senate Professional Association for Mr. E. Kedar.

Non-renewal grievance denied on an expired term appointment of two years. (January, 1973).
NYS/PERB 12 p.
Also: Arbitration in the Schools, 40:8, June 1, 1973.
AAA Case No. 40-D-19. 12 p.

103 SUNY-Binghamton and Senate Professional Association for Mr. E. Kedar.

The application to vacate the above award is denied. (March, 1973).
NYS/PERB (not published) 4 p.*

104 SUNY-Plattsburgh and Wm. J. Bruce.

Reappointment-Tenure denied. Grievance was "untimely" filed. (May, 1973). Copies available from this Center.
NYS/PERB (not published) 9 p.

ARBITRATION AWARDS-PENNSYLVANIA

105 Community College of Allegheny County and AFT.

College violated contract by failure to appoint department head in nursing department. (May 18, 1973).
Arbitration in the Schools, 44:6, October 1, 1973. AAA Case No. 44-K-15, 11 p.

ARBITRATION AWARDS-WASHINGTON

106 Seattle Community College and Federation of Teachers.

Advisory award that counselor was not treated unfairly while in administration position outside the bargaining unit. Suggested grievant's personnel file be started anew. If desired final decision will be made. (February 20, 1970).
Arbitration in the Schools, 3:6, May 1, 1970. AAA Case No. 3-X-22, 15 p.

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* Copies available from this Center.

ARBITRATION AWARDS-WISCONSIN

107 Eau Claire Technical Institute-Area Board and Teachers' Federation/AFT.

Less than minimum enrollment in summer course results in senior teacher losing full teaching load. Layoff grievance turned down. (December 22, 1972). Arbitration in the Schools, 39:6, May 1, 1973. AAA Case No. 39-W-12, 7 p.

108 Madison Area Technical College and Teachers Union.

Grievance denied on sick pay for maternity leave. (March 1, 1971). 56-LA-316-319
Also: Arbitration in the Schools, 15:3, May 1, 1971. AAA Case No. 15-F1-3, 6 p.

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Maternity Leave complaint denied by arbitrator for teacher. (February 5, 1973).1973-GERR-494:B-6.
Also: Arbitration in the Schools, 40:5, June 1, 1973. AAA No. 40-L-8, 12 p.

ARBITRATION/FACT-FINDING AWARDS-CALIFORNIA

111 State Center Community College-Certified Employee Council and Board of Trustees (Arthur B. Jacobs, Chairman).

"Three-member fact-finding committee issues report covering wages, transfer policy and study committees." Total quote.(June 9, 1972). 1973-GERR-491:C-1.

ARBITRATION/FACT-FINDING AWARDS-NEW YORK

112 Broome Technical Community College and Faculty Association.

Covers sabbatical leave, methods of pay, salary, exclusi of chairmen, sick leave, management rights, merit pay, health insurance. (June 8, 1971).
NYS/PERB 31 p.
Also: American Arbitration Association Case No. 20-C-38. 30 p.

ARBITRATION/FACT-FINDING AWARDS-NEW YORK cont.

113 Broome County Community College and Faculty Association.

Covers salary, health insurance, sick leave, sabbatical leave, no-strike, code of ethics. (June, 1972). NYS/PERB (not published) 9 p.*

114 CUNY - Board of Higher Education and United Federation of Teachers, Local 1460.
The College did not violate the contract when it failed to reappoint a full-time lecturer for reasons unrelated to the grievant's personal qualifications. (April 9, 1973.) Arbitration in the Schools, 45:3, November 1, 1973. AAA Case No. 45-D-3, 13 p.

115 CUNY-PSC Statement accepting the fact-finding recommendation in an effort at conciliation.

Covers salary increases, scope of bargaining, governance, past practices, counselors, workload, tenure, etc. (May 25, 1973). NYS/PERB (not published) 21 p.*

116 CUNY.
Faculty Union Cries Foul on Education Board Arbitration. Higher Educ. Daily, June 27, 1973, p. 4.

117 Columbia-Greene Community College and Federation of Teachers.

Covers no-strike commitment, end of academic year, adoption of job title-Coordinator, non-instructional faculty, vacation, sick leave, tenure, promotion. (September, 1971). NYS/PERB (not published) 15 p.*

118 Dutchess Community College and Faculty Confederation.

Covers salary & fringe benefits. (July, 1970). NYS/PERB (not published) 4 p.*

119 Fulton-Montgomery Community College-Board of Trustees and Fulmont Association of College Educators.

Covers salary, coaching salaries (expanded workload), insurance. (June, 1970). NYS/PERB (not published) 30 p.*

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* Copies available from this Center.

ARBITRATION/FACT-FINDING AWARDS-NEW YORK cont.

120 Fulton-Montgomery Community College and Fulmont Association of College Educators.

Covers salary & increment, promotions & evaluations, sabbatical leave, health insurance, secretarial staffing, health services, lay-off. (August, 1971).
NYS/PERB (not published) 36 p.*

121 Fulton-Montgomery Community College and Fulmont Association of College Educators.

Supplement to the above covering faculty responsibility clause and role of faculty advisors. (August, 1971).
NYS/PERB (not published) 6 p.*

122 Genesee Community College and Faculty Association.

Covers grievance procedure & binding arbitration, agency shop clause (association & members' rights), past practices, duties of faculty, workload, sabbatical leave, salaries. (September, 1972).
NYS/PERB (not published) 7 p.*

123 North Country Community College and Faculty Association.

Covers salary, insurance(dental), professional improvement leave (summer sabbatical), binding arbitration. (June, 1972).
NYS/PERB (not published) 12 p.*

124 Rockland County Community College and Federation of Teachers.

Covers salary, academic calendar, evaluation, re-appointment(tenure), sabbatical leave, workload (August, 1971).
NYS/PERB(not published) 19 p.*

125 Rockland Community College and Federation of Teachers.

Covers governance, academic calendar, tenure, lay-off, promotion, workload, maternity/sick leave, salary. (September, 1972). NYS/PERB(not published). 10 p.*

126 Schenectady County Community College and Faculty Association.

Covers grievance procedures, sabbatical leave, professional obligations(i.e., end of calendar year), tenure, salary, promotion, health insurance. (November, 1971).
NYS/PERB (not published) 44 p.*

*Copies available from this Center.

ARBITRATION/FACT-FINDING AWARDS-NEW YORK cont.

127 Schenectady Community College and Faculty Association.
The fact-finder recommended a 9% increase in the annual salary for each member of the unit and recommended measures with respect to continuing appointments. (June 25, 1973.) Arbitration in the Schools, 46: 8, December 1, 1973. AAA Case No. 46-C-19, 11 p.

128 SUNY-In the Matter of the Fact-Finding Proceeding Between the State of New York and the Senate Professional Association (SPA).

Concerning amendments to contract on Direct Compensation, including charts on salary comparisons of SUNY and 36-other 4-year colleges, and percentage of salary for fringe benefits, both derived from the AAUP: 1972-3 Annual Report on the Economic Status of the Profession, April, 1973. (May, 1973).
N.Y.S.-Office of Employee Relations 67 p. Also: Arbitration in the Schools, 42:8, August 1, 1973. AAA Case No. 42-C.22. 8 p.

129 SUNY-In the Matter of the Legislative Hearing Concerning the Negotiations Impasse Between the State of New York and the Senate Professional Association(SPA).

Covers fact-finding report, Governor's message, SPA position basic salary/merit salary data, Consumer Price Index, and fringe benefits. Fact-finding recommended 6.5% salary increase. Includes all the information in the above reference as well as additional information. (July, 1973).
N.Y.S.-Office of Employee Relations (not published) 79 p.*

130 Ulster County Community College and Faculty Association.

Covers salary, workload, insurance, evaluation, grievance, tenure. (August, 1972). NYS/PERB(not published) 12 p.*

ARBITRATION/FACT-FINDING AWARDS-WISCONSIN

131 Fox Valley Technical Institute-Board and Faculty Association.

Recommended salary increments, (April 28, 1972). Arbitration in the Schools, 34:8, December 1, 1972. AAA Case No. 34-C-19, 13 p.

* Copies available from this Center.

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132 Arbitration-Contract Clause Finder. GERR-Reference File, Binder 2, Section 85:501.

Includes college contract clauses.

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133 Abodeely, P. A. Compulsory Arbitration and the NLRB: A Study of Congressional Intent and Administrative Policy. University of Pennsylvania, Wharton School of Finance & Commerce, 1968.

134 American Arbitration Association. Labor Arbitration Procedures and Techniques. N.Y., McGraw-Hill, 1965.

135 Anderson. "Compulsory Arbitration Under State Statutes." N.Y.U. Conference on Labor, 22:259-284, 1969.

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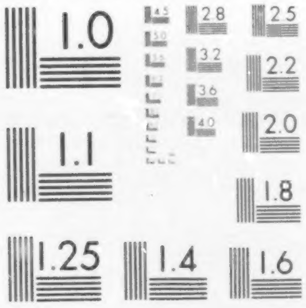

MICROCOPY RESOLUTION TEST CHART
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State labor board asserts jurisdiction over New Haven College. Negotiation Research Digest, May, 1971, p. 7.

PERB DECISIONS-HAWAII

641 "HERB(Hawaii) Approves Agency Shop Fees in 10 Units." including Hawaii Federation of College Teachers. 1973-GERR-497:1, B-8 to 12.

642 In the matter of Hawaii Federation of College Teachers (March 19, 1973).HERB Case No. SF-07-9, Decision No. 31.

Relationg to Agency Shop fees.

PERB DECISIONS-MICHIGAN

643 Oakland Community College and Faculty Association

Rules that athletic coaches qualify as members of teaching faculty bargaining unit. (September 20, 1972) 1973-GERR-488:C-2 to 3.

644 University of Michigan, Regents of and Benevolent Order of Guides in Extremis.

MERC dismisses petition of 32 student employee counselors out of 4000 student employees to establish independent bargaining unit. (MERC, Case R72B-46, March 29, 1973.) 1973-GERR-532: C-2.

PERB DECISIONS - MINNESOTA

645 Minnesota State Colleges.
Separate Minnesota College faculty units approved. 1973-GERR-526: 1, B-12 to 15. (Minnesota Bureau of Mediation Services, August 15, 1973.)

PERB DECISIONS-NEW YORK

646 Adirondack Community College.
Upon the application for designation of persons as managerial or confidential. (February 17, 1972). Official Decisions, Opinions and Related Matters-Public Employment Relations Board of the State of New York. Secretary of State, State of New York. (Cited hereafter as Official Decisions-NYS/PERB. 5-4006,* 2 pp.

647 CUNY-The Board of Higher Education and the Legislative Conference/UFCT.

Separates the permanent instructional staff of the Board of Higher Education from the nonannual (temporary) instructional staff, except those positions carrying tenure. Election directed. (May 7, 1968). Official Decisions-NYS/PERB. 1-407, 7 pp.

648 CUNY-The Board of Higher Education.

Opinion of Counsel-The Board may choose to be governed by NYC Collective Bargaining Law, establish its own procedures, or remain under the provisions of the Civil Service Law. (October 27, 1967). Official Decisions-NYS/PERB. 1-500, 1 p.

649 CUNY-The Board of Higher Education and The Legislative Conference/UFCT.

UFCT was certified as the negotiating representative of the temporary instructional staff. The Legislative Conference was certified for collective negotiations and the settlement of grievances for certain employees. (January 3, 1969).
Official Decisions-NYS/PERB. 2-3000, 2pp.

Above order revoked, annulled and reissued.
Official Decisions-NYS/PERB. 2-3026, 2 pp.

Determination of two bargaining units for faculty members. Election directed. (August 9, 1968).
Official Decisions-NYS/PERB. 2-3056, 6 pp.

650 CUNY-The Board of Higher Education and UFCT/Dr. Oscar Gottlieb (Brooklyn College).

Dismissal of charge of failure to implement arbitrator's (cont.)

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*5-4006-Volume 5, Decision 4006.

650 cont. award to reinstate lecturer-did not state cause of action as improper practice by employer. (December 14, 1970). Official Decisions-NYS/PERB. 3-4513, 2 pp.

651 CUNY-The Board of Higher Education and UFCT.

Petition dismissed on motion to vacate arbitrator's award-reappointment of part-time lecturers at Brooklyn College. Arbitrator determined that grievants should be reappointed. (not-dated). Official Decisions-NYS/PERB. 4-8002, 1 p.

Cited as reference 285 in "Coll. Barg. in Higher Educ.-1971-73" Bibliography. 75-LRRM-2655.

652 CUNY-The Legislative Conference and The Board of Higher Education.

Reluctantly, motion for an order to compel granting of sabbatical leaves is denied, and cross motion is granted on the grounds that complaint fails to state cause of action. Officials Decision-NYS/PERB. 4-8022, 2pp.

Cited as reference 288 in "Coll. Barg. in Higher Educ.-1971-73" Bibliography. 78-LRRM-2848.

653 CUNY-The Legislative Conference and The Board of Higher Education.

Applies to the above. (December 9, 1971). Official Decisions-NYS/PERB. 4-8054, 1 p.

Cited as references 288 in "Coll. Barg. in Higher Educ.-1971-73" Bibliography. 79-LRRM-2608.

654 CUNY-The Board of Higher Education and Professional Staff Congress

Professional Staff Congress becomes the exclusive negotiating representative. (June 12, 1972). Official Decisions-NYS/PERB. 5-3031, 1 p.

655 CUNY-Professional Staff Congress and Board of Higher Education.

Absent showing of special circumstances, hearing officer's ruling on materiality of evidence will not be reviewed by PERB until record is complete. (October 2, 1972). Official Decisions-NYS/PERB. 5-3053, 1 p.

(continued)

656 **CUNY** Considering its timing with a uniting dispute, an employer's resolution freezing salaries until completion of negotiations was held an unlawful interference with employees' rights of organization. (February 20, 1973). Official Decisions-NYS/PERB. 6-4527, 6 pp.

657 CUNY-The Legislative Conference and The Board of Higher Education.

Court reverses arbitration award on retroactive reappointment at Brooklyn College for Z. Perlin. (April 11, 1972).
Official Decisions-NYS/PERB. 5-7508, 5 pp.
Cited as reference 289 in "Coll. Barg. in Higher Educ.-1971-73" Bibliography. 80-LRRM-234

Court of Appeals affirms above. Reappointment of employee for one year without tenure was held a viable solution for grievant Z. Perlin. (December 29, 1972).
Official Decisions-NYS/PERB. 6-7505, 2 pp.

658 Erie Community College, Administrators Association of.

Dismissal on procedural grounds on petition claiming that Erie County PERB violated the Civil Service Law, by not naming administrators as a separate unit. (January 26, 1970).
Official Decisions-NYS/PERB. 3-3026, 3 pp.

659 Fashion Institute of Technology and UFCT.

Improper practice charge alleging discrimination against employee because of union activities dismissed for lack of proof. (December 27, 1971).
Official Decisions-NYS/PERB. 4-4525, 5 pp.

Board reverses the above determination, and orders reinstatement with backpay for female part-time lecturer. (April 28, 1972).
Official Decisions-NYS/PERB. 5-3018, 7 pp.

660 Hudson Valley Community College-Board of Supervisors, Rensselaer County and Faculty Association/Civil Service Employees Association.

Faculty Association certified as negotiating representative. (October 25, 1968).
Official Decisions-NYS/PERB. 1-399.74, 1 p.

661 Hudson Valley Community College-County of Rensselaer/Board of Trustees and Faculty Association.

Faculty Association certified as exclusive representative of department chairmen, administrative assistants and curriculum coordinators, who were excluded in above decision. (November 10, 1972).
Official Decisions-NYS/PERB. 5-3067, 2 pp.

Dues deduction authorization cards of unit are sufficient evidence for certification without election-relating to the above unit of department chairmen, etc. (October 12, 1972).
Official Decisions-NYS/PERB. 5-4033, 2 pp.

662 Jefferson Community College-County of Jefferson and N.Y.S. Nurses Association/Faculty Association(intervenor).

Improper practice charge dismissed against employer who, during open period, unilaterally abolished negotiating unit, placing nurses in unit with other professional employees. (July 29, 1971).
Official Decisions-NYS/PERB. 4-3057, 2 pp.

Relating to the above. (April 29, 1971).
Official Decisons-NYS/PERB. 4-4508, 3 pp.

Certification petition dismissed since majority of nurses voted against representation.(July 11, 1972).
Official Decisions-NYS/PERB. 5-3033, 1 p.

Separate nurses unit determined to be appropriate. Certain college administrative employees placed in the faculty negotiating unit. (March 16, 1972).
Official Decisions-NYS/PERB. 5-4012, 5 pp.

663 Jefferson Community College-Board of Supervisors and Faculty Association/NYS-PERB.

Court dismissed motion to prohibit PERB hearing in improper practice case on county's refusal to approve merit increases in salary (November 3, 1972).
Official Deicisons-NYS/PERB. 5-7020, 2 pp.
(Not reported by N.Y.S. Supreme Court, Jefferson County.)

Employer's refusal to pay contractual merit salary increases is an improper unilateral change in term of employment violating its duty to negotiate in good faith. (March 16, 1973).
Official Decisions-NYS/PERB. 6-4509, 5 pp.

(continued)

PERB DECISIONS-NEW YORK cont.

664 Jefferson Community College
County Board of Supervisors' Unilateral limitation of number of faculty members to receive merit increments held a violation of duty to negotiate. (May 24, 1973). Official Decisions-NYS/PERB. 6-3031, 3 pp.

665 Monroe Community College-Judith J. Toler and Board of Trustees/ President/College on Charge of Reprisal.

Recommended that female assistant professor be promoted to associate professor as a remedy in that the reprisal for union activity was engaged in as part of the official conduct of authorized faculty members. (September, 1968?) Official Decisions-NYS/PERB. 1-811, 7 pp.

Employer was ordered to reconsider Miss Toler's qualifications for promotion de novo, since objections of the college were sustained in part. (April 7, 1969). Official Decisions-NYS/PERB. 2-3025, 3 pp.

666 Nassau Community College.

The Faculty Senate does not qualify as an employee organization for the purposes of the Taylor Law. (December 17, 1967). Official Decisions-NYS/PERB. 1-510, 2 pp.

667 Nassau Community College-Bernard Katz/Faculty Senate and PERB (Nassau County)/ County of Nassau/College/UFCT.

NYS Supreme Court, Nassau County for a judgment on dismissal of petition seeking certification as exclusive representative for full-time faculty, non-faculty staff and unrepresented employees. (August 3, 1971). Official Decisions-NYS/PERB. 4-8036, 4 pp.

668 Nassau Community College-Ralph G. Caso/Nassau County and Bernard Katz/Faculty Senate.

N.Y.S. Supreme Court, Nassau County, enjoined teachers from engaging in strike over increased teaching hours. Teachers who refused to work the additional hours were on strike. (September 30, 1971). Official Decisions-NYS/PERB. 4-8052, 3 pp.

N.Y.S. Supreme Court, Appellate Division, affirms the above order. (December 6, 1971). Official Decisions-NYS/PERB. 5-7506, 1 p.

669 Orange County Community College and AAUP/Faculty Association.

Faculty association was certified as negotiating representative. (January 3, 1969). Official Decisions-NYS/PERB. 2-3002, 2 pp.

670 Rockland Community College-County Board of Supervisors and College Federation of Teachers and Associated Faculty.

College Federation of Teachers was certified as negotiating representative. (January 17, 1969). Official Decisions-NYS/PERB. 2-3003, 2 pp.

671 Schenectady Community College-County and Faculty Association.

College Faculty Association became exclusive negotiating agent and unit determined. (June 14, 1971). Official Decisions-NYS/PERB. 4-3042.2, 1 p.

Designation and authorization forms constituted sufficient evidence for certification of employee organization as negotiating representative. (May 17, 1971). Official Decisions-NYS/PERB. 4-4008, 2 pp.

Reopening of issues previously settled during negotiations, use of grievance procedure to accomplish negotiations objectives, raising issues at fact-finding not discussed during negotiations & unilateral imposition of professional development procedures for teaching faculty, held improper. (February 2, 1973). Official Decisions-NYS/PERB. 6-4503, 10 pp.

Failure by employer to negotiate establishment of professional development plan held not improper-no request for negotiation made. Refusal to negotiate impact of such plan was improper. (May 14, 1973). Official Decisions-NYS/PERB. 6-3027, 3 pp.

672 SUNY-CORTLAND-Donald E. Leon and Kenneth E. Young, President/College.

Recommended that assistant professor be given an additional two-year appointment in determining tenure. Non-renewal of contract based on union activity. (September, 1968?). Official Decisions-NYS/PERB. 1-800, 10 pp.

673 SUNY and Federation of Teachers/Delhi Tech/Faculty Senate.

Charges of improper practices should be handled separately from a representative proceeding. A single state unit is the most appropriate unit. Supervisory exclusion determinations cannot be based solely on job titles. Election directed. (October 6, 1969). Official Decisions-NYS/PERB. 2-3070, 4 pp.

PERB DECISIONS-NEW YORK cont.

674 **SUNY**-The Faculty Senate and Civil Service Employees Association will be certified jointly if successful in any election. Unit defined. Election directed. (August 12, 1969).
Official Decisions-NYS/PERB. 2-4010, 16 pp.

Senate Professional Association is the exclusive negotiating representative. (Januagy 28, 1971).
Official Decisions-NYS/PERB. 4-3000 5, 2 pp.

675 **SUNY**-Samuel Wakshull/Federation of Teachers and Robert D. Helsby/PERB.

PERB's statewide unit upheld. Deans continued as part of the unit. N.Y.S. Supreme Court, Appellate Division. (November 10, 1970).
Official Decisions-NYS/PERB. 9-7013, 2 pp.
Cited as reference 286 in "Coll. Barg. in Higher Educ.-1971-73" Bibliography. 75-LRRM-2657.

676 **Ulster** County Community College-Board of Trustees/County Legislature and College Faculty Association.

Employer to cease & desist from a) refusing to explain its negotiations posture b) refusing to meet to negotiate c) withdrawing concessions made. (December 13, 1971).
Official Decisions-NYS/PERB. 4-3088, 5 pp.

Hearings on the above in relation to a faculty strike, which was provoked. (September 23, 1971).
Official Decisions-NYS/PERB. 4-4518, 12 pp.

PERB DECISIONS - OREGON

677 **Southern** Oregon College.
"Determination of Appropriate Bargaining Unit for Certain Faculty at Southern Oregon College." 1973-GERR-523: C-3. (Decision No. C-112, May 29, 1973.)

Excludes persons employed less than 50% full-time equivalent.

PERB DECISIONS-PENNSYLVANIA

678 Beaver County Community College-PLRB vs. Board of Trustees.

Sustains charge by Society of Faculty(NEA) that Board must bargain with faculty society regardless of individual employee contracts signed prior to certification of the society (August 11, 1972). 1973-GERR-488: C-4.

679 Pennsylvania State University-"PLRB Rejects Bid for Multicampus Faculty Unit." 1973-GERR-515:1, B-1 to 2.

In the Matter of the Employees of Pennsylvania State University, PERA-R-801-C(June, 1973). PLRB rejects both single multi-campus unit and separate units for each of the 18 campuses.

PERB DECISIONS-VERMONT

680 Vermont Technical College-"Vermont Board Rejects Single-College Faculty Unit." 1973-GERR-498:2, B-9 to 11.

State-wide unit favored over faculty position at one college. Petition for certification of Faculty at Vermont Technical College, VSELRB No. 72-9, February, 1973.

PERB DECISIONS-WISCONSIN

681 Milwaukee Vocational Teachers Union Local 212. Decision No. 6343 (1963).

Cited in Lieberman and Moskow, Collective Negotiations for Teachers, Appendix D-6 (1966).

Decision on permanent vs. part-time (temporary or non-annual) lecturers.

682 University of Wisconsin and Residence Halls Student Labor Organization.

WERC rules that "assistant student Supervisors" for maintenance and desk are not really supervisors. 1973-GERR-488: C-7. (WERC Case 29, No. 14657 SE-32, Decision 10320-B, June 7, 1972).

683 Waukesha County Technical Educators Association and Area Board.

Directs election in unit of all regular full-time and part-time certified teaching personnel including chairmen, guidance counselor, excluding librarians. (June 21, 1972). 1973-GERR-493: C-4.

PERB RULES

684 "New Jersey PERC Revises Regulations on Posting, Intervention, and Timeliness." 1973-GERR-508:1, B-5 to 6, Text E-1 to 12.

685 "Oklahoma PERB Adopts Rules." 1973-GERR-511:1, B-9 to 11, Text E-1 to 4.

Lawsuits challenge law, adopt rules for conducting elections, filing unfair labor practice charges.

PERFORMANCE EVALUATION

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687 Evaluation Procedure Approved at University of S. Florida. Higher Educ. Daily, September 5, 1973, P.6.

688 Fox, L.E. - Letter to the Editor - Comments on student evaluation of faculty members. Chronicle of Higher Educ., 8(8): 13, November 12, 1973.

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PRODUCTIVITY

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Examines productivity outside academia and relates it to approaches in higher education administration.

PUBLIC SECTOR LABOR RELATIONS

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695 Aksen, G., et al. "Public Employees and Collective Bargaining." Symposium in Conference on Labor, New York University, Proceedings, 21st (1968), 447-575.

Includes discussion on comparison of state and local experience, unit determination, arbitration, factfinding, and how to prevent strikes.

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A thoroughgoing study of the problems,amply footnoted--with special reference to Iowa, which lacks a comprehensive collective bargaining statute.

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Will include new public employees unit.

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SABBATICAL LEAVES

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STRIKES

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WOMEN

See also

Affirmative Action

WORKLOAD

958 Hodgkinson, H.L. "A Truer Calculation of Faculty Work-Load." Chronicle of Higher Educ., 7(33): 7, May 21, 1973.

All aspects of workload should be part of the faculty contract.

959 Starr, S. F. "A Fair Measure for Faculty Workload." Educ. Record, 54(4):313-315, Fall, 1973.

960 "Workload Study Committee Report." Board of Regents - AAUP Study by University of Rhode Island. June 6, 1973, 9 p. Copy available from this Center.

PROCEEDINGS - Table of Contents

Order of speeches for the Journal of the First Annual Conference of the National Center for the Study of Collective Bargaining in Higher Education, April, 1973.

Page

961 Introduction - Maurice C. Benewitz, Editor.............................. 5

962 Sidney Hook--The Academic Mission and Collective Bargaining............ 8

963 Robert J. Kibbee--A Chancellor Views Bargaining in Retrospect and Prospect.. 18

964 David Selden--Unionism's Place in Faculty Life......................... 24

965 Donald H. Wollett--Historical Development of Faculty Collective Bargaining and Current Extent.. 28

966 Terrence N. Tice--The Faculty Rights and Responsibilities Report: University of Michigan... 41

967 Robert J. Wolfson--Productivity and University Salaries: How will Collective Bargaining be Affected?..................................... 52

968 Margaret K. Chandler and Connie Chiang--Management Rights Issues in Collective Bargaining in Higher Education........................... 58

969 Israel Kugler--Creation of a Distinction Between Management and Faculty.. 67

970 Tracy H. Ferguson--Certification of Units under Federal Law........... 72

971 Jerome Lefkowitz--Certification of Units in Higher Education.......... 81

972 Charles Bob Simpson--Academic Judgement and Due Process............... 89

973 Milton Friedman--Special Issues in Arbitration of Higher Education Disputes: Academic Judgment and Tenure Quotas....................... 96

974 Thomas G.S. Christensen--Due Process and Academic Judgment............ 104

975 James P. Begin--Collective Bargaining and Collegiality................ 109

976 William B. Boyd--The Question of Tenure................................ 117

977 Woodley B. Osborne--Is Tenure a Bargainable Issue?.................... 125

978 David Newton--Management Structure and the Financing of Bargains in Public Universities.. 130

This publication is available
from the National Center for $5.00.

Newsletter of the National Center

Vol. 1 No. 1, September/October, 1973.

979 "Syracuse and NYU Bargaining Units," pp 1-4. Discusses the decision, new directions, chairmen, Law School as a separate unit, professional school and part-time faculty.

980 "Fairleigh-Dickinson Decision," p 5.

981 "Contracts and Agents," pp 6-10. Charts depicting number of faculty contracts signed since 1966, years in which first contracts were signed, number of current agents and contracts by type of institution and states which have contracts. These charts have been more recently updated and are available free upon request.

Vol. 1 No. 2, November/December, 1973.

982 "Discrimination and Arbitration in Higher Education," pp 1-4. Covers usual court policy on arbitration, NLRB deferral to arbitration, court review of arbitrations, deferral criteria, Spielberg Case, Hutchings Case, Rios Case and Alexander Case.

983 "College Grievance Clause Data," pp 5-7. Analysis of 118 two-year and four-year faculty contracts. Charts show final grievance authority, definitions, geographic locations, and agents. Also covers academic judgment limitation, steps and time limits, lack of precise draftsmanship.

984 "Syracuse Faculty Vote for No Representation," p 8.

985 "Fairleigh Dickinson Faculty Election," p 8.

Vol. 2 No. 1, January/February, 1974.

986 "Faculty Teaching Load," pp 2-4. This faculty workload article is a synopsis of provisions in approximately 40 four-year faculty contracts. A later issue of the newsletter will summarize the two-year contract workload clauses. This article discusses problems (formulae that are excessively technical), failure of some contracts to mention workload, usual provisions, formulae.

NEWSLETTER cont.

987 "Student Rights as Mentioned in College Contracts," pp 5-7. As with the workload study, this article will be expanded in future publications but does discuss infrequent mention of students, performance evaluation of faculty, curriculum and academic affairs.

988 "Bargaining Laws: Summary," p 9. State collective bargaining laws.

989 "New York University" run-off election, p 9.

1973-74 newsletter available $13.00. Each issue $2.00.

Each issue of the Newsletter has a 5 to 10 page bibliography. All references in the above issues have been included in this publication. The references in future 1974 issues of the Newsletter will be cumulated in the April, 1975 update of this bibliography.

Bibliographic Sources

Arbitration in the Schools thru January, 1974.

Change thru Winter, 1973-74.

Chronicle of Higher Education thru volume 8 #11.

Decision and Orders of the NYS Labor Relations Board volume 30 (1967) thru 33(1970).

Educational Record thru volume 54 #4.

Government Employee Relations Report (Cited as GERR, e.g. 1973-GERR-524: B-1 is 1973 volume, issue 524, page B-1) thru issue 536.

Higher Education Daily-Index May 1, 1973 thru September 28, 1973.

Higher Education & National Affairs thru volume 22 #37.

Journal of College and University Personnel Association thru volume 24, 1973.

Labor Arbitration Reports volume 51 thru 59.

Labor Relations Reporter (Cited as FEP Cases, LRR, LRRM, e.g. 79-LRRM-2608 is volume 79, page 2608) thru volume 85 #3.

Negotiation Research Digest-Index September, 1970 thru January, 1972.

NLRB Weekly Summary issues 1351 thru 1371.

Official Decisions, Opinions and Related Matters-Public Employment Relations Board of the State of New York (Cited as Official Decisions-NYS/PERB, e.g. 5-4006 is volume 5, decision number 4006) volume 1 thru 6 and supplement for March, 1973.

Most of the sources continue to update references in our Bibliography 1, April, 1973. As new sources are added we review earlier volumes as available. Some issues of the above publications were missed during 1973. References from these issues will be incorporated into 1974 special bibliographies in the Center Newsletter and incorporated in the 1975 update, Bibliography 3.

With this volume we have begun to include references from footnotes and bibliographies from numerous journal articles, books, and other bibliographies so that coverage will be more complete.

1973 - 1974 PUBLICATION SUBSCRIPTION RATE

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Journal - Proceedings of the Center's First Annual Conference on Higher Education Collective Bargaining	$5.00
Bibliography 1 - Collective Bargaining in Higher Education 1971-73. 680 References with Keyword Index	$3.00
Newsletter of the Center - 2 issues for 1973 with analysis of current happenings, news notes, bibliography update.	$3.00

1974

Journal - Proceedings of the Center's Second Annual Conference - available mid-1974. Will include C.B. and Community Colleges, Private College Unit Determination, Collegiality and C.B., CUNY Grievances, Past Practice, Economic Impact of C.B., Impasses, Students and C.B.	$5.00
Newsletter of the Center - 5 issues: Feb., April, June, Oct., & Dec.	$10.00
Bibliography - Blue Collar Employees in Higher Education Collective Bargaining. (available mid-1974)	$3.00
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Center Services

Photocopying

Center bibliographies include many unpublished articles, court cases, arbitration awards, and PERB decisions which are indicated as available from this library.

The Center has a file of many of the other references also.

Requests for up to ten pages are generally sent out free of charge, unless the service is overused by one individual or institution. Requests for extensive photocopying from the bibliographies are charged a basic fee of $3.00 for up to 50 pages and 10¢ per page thereafter. Please request by bibliography number, author and title.

Reference Service

Requests for information in a subject field both from bibliographies and faculty collective bargaining contracts are charged at a rate of $15.00 for the first hour and $7.50 per hour thereafter.

Faculty Collective Bargaining Contract File and Computer System

The Center has a complete file of all current faculty contracts, 157 contracts to date. These include 40 contracts for 4-year institutions and 116 contracts for 2-year institutions.

At the present time some 110 contracts have been input into a full-text computer retrieval system. The material is now being proof read. By mid-1974, the system will be available for searching.

A search printout gives the actual wording of the contract clauses/sections requested not the usual computer listing of citation and keywords. In these other systems you must then locate the actual reference for the full-text information.

Individual searches can be requested for $100 by subscribers to the Center's complete services. Full membership information will be sent on request. It includes attendance at the April, 1975 Annual Conference and all Center publications for the year, July, 1974 thru June, 1975. The publications include Proceedings of Conference, bibliographies and Newsletter.

Individual searches to non-subscribers cost $150.